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Indian Labour Gazette

LABOUR BUREAU • GOVERNMENT OF INDIA • MINISTRY OF LABOUR

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INDUSTRIAL AWARDS IN INDIA--AN ANALYSIS

LABOUR BUREAU PUBLICATION NO. 9

The awards, etc., analysed in this monograph cover a period from 1939 to 1950 and deal with such topics as jurisdiction of Industrial Tribunals, minimum wages, dearness allowance, night shift allowance, leave and holidays with pay, profit sharing and profit bonus, provision for the future of workers, compensation for involuntary unemployment, payment of wages during a period of strike or lockout, retrenchment and reinstatement. It also contains appendices in tabular form showing basic minimum wages, dearness allowance, leave with pay, provident fund and gratuity recommended by Adjudicators, etc., and legislative provisions regarding holidays with pay in various countries.

*Issued by the Government of India, Ministry of Labour,
Labour Bureau, Simla.*

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LARGE INDUSTRIAL ESTABLISHMENTS IN INDIA

(Issued by Labour Bureau, Ministry of Labour)

Contains a complete list of factories in the various States in India, employing 20 workers or more. The list is arranged by industry and gives details of location of the factory and size as shown by average daily employment.

*The 1946 issue of the publication is available with
The Manager of Publications, Civil Lines, Delhi-2.*

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Price : Rs. 9-6-0

Indian Labour Gazette

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No. 4

LABOUR CONDITIONS IN THE CHEMICAL INDUSTRY IN INDIA DURING 1950

The Labour Investigation Committee conducted in 1944-45 an enquiry into labour conditions in the chemical industry and its report was published in 1946*. With a view to bringing up to date the data contained in this Report, the Labour Bureau issued early in 1949 a questionnaire to 41 chemical concerns, of which 31 employing over 13,000 persons furnished the necessary information. An article based on these replies was published on pp. 234-243 of the October 1949 issue of the *Indian Labour Gazette*. Another questionnaire was issued late in 1950 to 41 chemical concerns; of these 24 employing about 10,000 workers, sent their replies. The following paragraphs contain a summary of the information given in these replies.

Employment.—Statistics of chemical factories and of workers employed therein are available from States to which the Factories Act applies. These statistics for the years 1939, 1944 and 1946 to 1949 are given in Table I.

TABLE I
Employment in Factories in the Chemical Industry
(Source : Statistics of Factories)

State	1939		1944		1946	
	No. of factories	Average daily number of workers employed	No. of factories	Average daily number of workers employed	No. of factories	Average daily number of workers employed
Bihar	—	—	7	988	9	1,067
Bombay	4	464	15	2,426	15	2,411
Delhi	1	16	5	354	5	317
Madhya Pradesh	—	—	—	—	—	—
Madras	2	48	4	3,391	6	1,821
Punjab	5	225	14	1,177	N.A.	N.A.
U. P.	3	181	10	1,163	11	1,469
West Bengal	19	3,816	34	7,124	35	7,934
Total	34	4,750	89	16,623	81	15,014

N.A.—Not available.

N.B.—Figures for 1939 and 1944 in respect of Punjab and Bengal (West) relate to these Provinces as before partition.

* Labour Investigation Committee—Report on Labour Conditions in the Chemical Industry by B. P. Adarkar, published by the Manager of Publications, Delhi, 1946, pp. 72, price as. 14 or 1s. 3d., Symbol DL. 124.

TABLE I—*contd.*
Employment in Factories in the Chemical Industry

	1947		1948		1949	
	No. of factories	Average daily number of workers employed	No. of factories	Average daily number of workers employed	No. of factories	Average daily number of workers employed
Bihar . . .	10	1,845	12	1,783	9	1,021
Bombay . . .	18	2,004	21	2,200	35	4,169
Delhi . . .	7	505	7	792	5	730
Madhya Pradesh . .	2	22	2	62	3	94
Madras . . .	8	1,860	9	2,041	19	2,139
Punjab . . .	N.A.	N.A.	5	534	7	542
U. P. . .	11	1,359	13	1,466	16	1,187
West Bengal . . .	35	8,179	34	7,674	42	8,182
Total . .	91	15,774	103	16,552	130	18,064

N. A.—Not available.

In addition, there are a number of factories in areas which were formerly known as Indian States. Employment statistics relating to these factories for the years 1946 and 1947 are given in Table II.

TABLE II
Employment in Factories in the Chemical Industry in the Former Indian States, 1946 and 1947

	1946		1947	
	No. of factories	Average number of workers employed	No. of factories	Average number of workers employed
Baroda	7	3,252	9	3,648
Bombay States	3	88	1	20
Central India States	1	20	1	N.A.
Hyderabad	2	496	2	500
Kashmir	2	145	—	—
Madras States	1	1,474	2	985
Mysore	3	413	5	669
Punjab States	1	150	3	453
Rajputana States	—	—	2	362
Western India States	1	1,545	7	1,770
Total . .	21	7,583	32	8,428

N. A.—Not available.

The statistics in both these tables show that in India there are about 150 chemical factories, employing about 25,000 workers. The average daily employment in July 1949 and July 1950 in the chemical factories, which replied to the Labour Bureau questionnaire, is given in Table III.

TABLE III
Employment in the Units in July 1949 and July 1950

State	No. of units	Employment in July 1949			Employment in July 1950			Percentage increase (+) or decrease (-) in 1950 over 1949
		Men	Women	Total	Men	Women	Total	
Bihar	1	256	—	256	152	—	152	—
Bombay	6	655	45	700	788	47	835	+
Hyderabad	2	301	68	369*	348	60	426*	+
Madhya Pradesh	1	12	—	12	8	—	8	—
Madras	1	820	5	825	759	13	772	—
Mysore	1	120	51	171	115	49	164	—
Saurashtra	1	1,369	558	1,927	1,844	677	2,521	+
West Bengal	11	4,679	39	4,718	4,667	22	4,680	—
Total	24	8,212	766	9,005*	8,681	868	9,567	+6.2

* In one of the Hyderabad concerns, 27 and 18 children were employed in July 1949 and July 1950 respectively.

On the whole there does not appear to be any appreciable increase in employment except in the case of Saurashtra (Tata Chemicals Ltd., Mithapur). The slight overall increase of 6.2 per cent. is due to greater employment in concerns in Bombay, Hyderabad and Saurashtra.

Children were employed only in one factory. The number of women employed in the units which replied to the questionnaire formed only 8.5 per cent. in July 1949 and 9.1 per cent. in July 1950 of the total labour force in these units. In the chemical industry women are generally employed on light work such as packing, cleaning of bottles and containers, sweeping, feeding of machines, etc.

Piece-rated and Time-rated Workers.—Payment on the basis of time rates seems to be common in the chemical industry. No employee was paid piece-rates in the units in Bihar, Bombay, Hyderabad, Madhya Pradesh, Madras and Mysore. The unit in Saurashtra and five of the eleven units in West Bengal paid some of their workers at piece-rates. Of the total number of workers employed in the 12 units in Saurashtra and West Bengal, only 8.1 per cent. in July 1949 and 6.8 per cent. in July 1950 were paid on piece rates.

Contract Labour.—Of the 24 units, only 6 (one each in Bombay, Hyderabad, Madras and Saurashtra and two in West Bengal) engaged

some workers through contractors. The number of such workers in these six concerns was 652 in July 1949 and 509 in July 1950. Detailed figures for these concerns are given below.

TABLE IV
Contract Labour

Unit	July 1949			July 1950		
	Men	Women	Total	Men	Women	Total
Bombay I . .	15	10	25	25	10	35
Hyderabad I . .	15	—	15	18	—	18
Madras I . .	131	—	131	63	—	63
Saurashtra I . .	175	125	300	125	75	200
West Bengal I . .	151	—	151	138	—	138
Do. II . .	30	—	30	55	—	55
Total . .	517	135	652	424	85	509

Compared to the labour directly employed, contract labour was not appreciable and formed only 7.3 per cent. in July 1949 and 5.3 per cent. in July 1950 of the directly employed labour. Most of the contract labour (74 per cent. in July 1949 and 77 per cent. in July 1950) was engaged by the Tata Chemicals Ltd., Mithapur and the Bengal Chemical and Pharmaceutical Works Ltd., Calcutta. Contract labour was usually engaged in work of casual nature such as transport of raw materials and of finished products, loading and unloading, quarry work, labelling and packing, etc. There was hardly any control of the factory management over the conditions of work, payment of wages, etc., of contract labour.

Permanency of Workers.—Twenty one out of the 24 units gave the proportions of permanent to temporary workers. These 21 units employed 6,854 persons in July 1949 and 6,759 in July 1950. Of these 6,039 and 5,499 respectively were permanent. The following table gives the percentages of permanent and temporary workers.

TABLE V
Permanent and Temporary Workers

State	No. of units furnishing returns	July 1949		July 1950	
		Percentage of		Percentage of	
		Permanent workers	Temporary workers	Permanent workers	Temporary workers
Bihar	1	94.3	5.7	96.5	3.5
Bombay	6	92.0	8.0	71.7	28.3
Hyderabad	1	63.6	36.4	73.7	26.7
Madhya Pradesh	1	100.0	—	100.0	—
Madras	1	99.1	0.9	95.9	4.1
Mysore	1	100.0	—	100.0	—
West Bengal	10	86.3	13.7	80.2	19.8
Total	21	88.1	11.9	81.4	18.6

Training of Workers.—A regular apprenticeship scheme is in force in the Tata Chemicals Ltd., Mithapur. The scheme is mainly intended to train workers' children between 16 and 18 years of age. The apprenticeship course covers a period of three years during which training is given in carpentry, pattern-making, foundry, smithy, machine shop, etc. At the end of this training, the trainees are classified into trades for which they are best fitted. They are further trained for two years in these particular trades, and then they are considered as full-fledged craftsmen. In a few other concerns, some apprentices are taken for training, though there is no regular apprenticeship system.

Workers discharged, left, retired or died.—Almost all the concerns furnished information relating to the number of workers who (a) were discharged, (b) left of their own accord, and (c) retired or died during the twelve months ending August 1950. This information is summarised below :—

TABLE VI

Number of Workers Discharged, Left, Retired or Died during the Year ending August 1950

State	No. of units	No. of workers employed (July 1950)	No. of workers who			Total of cols. 4, 5 and 6
			were discharged	left voluntarily	retired or died	
1	2	3	4	5	6	7
Bihar	1	152	10	11	2	23
Bombay	6	835	107	265	4	376
Hyderabad	2	426	25	60	20	105
Madhya Pradesh	1	8	—	4	—	4
Madras	1	772	67	—	6	73
Mysore	1	164	—	32	—	32
Saurashtra	1	2,521	38	180	148	366
West Bengal	10	4,587	838	412	37	1,287
Total	23	9,465	1,085	964	217	2,266

The large number of discharges in West Bengal was due to the fact that in two concerns as many as 436 workers were discharged; in a third West Bengal concern, 202 workers were dismissed for taking part in a strike.

Absenteeism.—Statistics relating to absenteeism were provided by a number of concerns. However, it is difficult to draw any conclusions from them, mainly because of the wide variations therein. Reasons given for absenteeism include seasonal migration for agricultural operations, religious functions, domestic work, ill-health and communal disturbances.

Recruitment.—Unskilled workers are recruited direct from neighbouring villages or through the workers already employed. Skilled workers are recruited through Employment Exchanges or

by inviting applications through advertisements. Generally the Works Manager is in charge of recruitment, though in some concerns the Labour Officer is entrusted with the job. In a Hyderabad concern, skilled labour is recruited by a Committee of Technicians selected for the purpose. Separate selection committees for recruitment of skilled and unskilled workers have been set up in two West Bengal factories.

Works and Production Committees.—Works Committees have been formed in 14 out of the 24 concerns. It was reported that most of these committees freely discussed matters of dispute between employers and workers and were functioning successfully. A few concerns, however, were of the view that these committees proved a failure, mainly because of lack of co-operation on the part of workers' representatives. Three of the concerns stated that though they had not set up any works committee, the disputed points were looked into by the technical staff. Production committees were set up only in three concerns.

Holidays and Leave with Pay.—Most of the concerns follow the provisions of the Factories Act, 1948, which provide for weekly holidays and for holidays with pay. A few units, however, grant in addition some more festival holidays, casual leave and sick leave.

Labour Officers.—Only six out of the 24 concerns have appointed Labour Officers, whose duties relate to redress of grievances of workers, welfare work, implementation of Labour Acts, etc. In other concerns, the work of the Labour Officer is entrusted to some other member of the supervisory staff, i.e., manager, foreman, or supervisor.

WORKING CONDITIONS

Shifts, Hours of Work and Rest Intervals.—The nature of the industry necessitates the working of continuous process shifts (usually three of 8 hours each) and hence a majority of concerns work three or more than three shifts. Of the 24 units, 2 worked 6 shifts each (3 continuous process shifts and 3 general shifts), 10 had 4 shifts each (3 continuous process and one general), 3 had 3 shifts each and the remaining 9 had a single shift each.

In a continuous process shift, no rest interval is normally allowed, though in a few units, 15 minutes' or half an hour's rest was granted after four hours of work. In case of general shifts, the rest interval varied from half an hour to 2 hours. In a system of continuous process shifts, changeover of shifts is usually affected weekly.

No general night shifts are worked in this industry. Some of the workers in continuous process shifts, however, have to work during night hours. Except in one West Bengal concern, no special allowance is granted to such workers. The West Bengal concern pays a minimum allowance of Rs. 9 per month for workers working during night hours.

WAGES AND EARNINGS

Basic Wages.—Some of the factories pay a consolidated wage (i.e., basic wage + dearness allowance) and hence it is not possible to state the basic wage rates in case of these factories. From the information available in respect of other factories, it is found that the basic minimum wage of the least skilled worker in the chemical industry ranges from Rs. 27 to Rs. 35 p.m. in West Bengal and from Rs. 22 to Rs. 32-8-0 p.m. in Bombay State. The rates in units in other States are : Rs. 30 p.m. in Madhya Pradesh, Rs. 34-8-0 p.m. in Madras, 6 annas per day in Mysore and Rs. 1-2-0 per day in Saurashtra.

Dearness Allowance.—Of the 24 units, which furnished information, four reported that they were not paying any dearness allowance ; all these four concerns were small in size. Twelve of the remaining 20 concerns were paying the allowance at a flat rate ; five of these had one uniform flat rate varying from Rs. 16 to Rs. 40 per month. Seven concerns had different flat rates, either according to wage-groups or according to different classes of workers. Only in two units dearness allowance was linked to the cost of living index and for this purpose a sliding scale of index numbers and rates of dearness allowance was used. In three concerns dearness allowance was calculated at a certain percentage of wages of the workers, while in the remaining three concerns, combination of two methods (flat rate + percentage of wages) was used. There are wide differences in the amount of dearness allowance paid by units not only in different centres but even in the same centre.

Details regarding the basic minimum wage and dearness allowance obtaining in some of the units of the industry are given below :

TABLE VII

Basic Minimum Wage and Dearness Allowance

Unit	Basic minimum wage	Dearness allowance (August 1950)		
		Rs.	a.	p.
Bombay I	1 2 6 per day	57	3	0 per month
II	22 0 0 p.m.	24	0	0 "
III	1 4 0 per day	24	0	0 "
Hyderabad I	1 8 0 per day	15	0	0 "
II	1 8 0 per day	16	0	0 "
Madras I	34 8 0 p.m.	35	5	0 "
Mysore I	0 6 0 per day	15	0	0 "
Saurashtra I	1 2 0 per day	1	0	0 per day
West Bengal I	27 0 0 p.m.	30	0	0 per month
II	35 0 0 p.m.	37	0	0 "
III	35 0 0 p.m.	40	0	0 "
IV	28 0 0 p.m.	25	0	0 "
V	28 0 0 p.m.	25	0	0 "
VI	30 0 0 p.m.	25	0	0 "
VII	27 0 0 p.m.	30	0	0 "
VIII	30 0 0 p.m.	12	0	0 "
IX	1 0 0 per day	10	0	0 "

Earnings.—Monthly earnings for some selected occupations in the chemical industry are given below.

TABLE VIII

Average Monthly Earnings for Selected Occupations in Chemical Industry, (August 1950)

Occupations	Bihar	Hyderabad	Madhya Pradesh	Madras	Mysore
1	2	3	4	5	6
	Rs.	Rs.	Rs.	Rs.	Rs.
Chemists . . .	—	187 13 0	250 0 0	219 7 0	244 1 0
Engineers . . .	145 0 6	—	—	303 5 0	104 4 0
Operatives in chemicals . . .	—	77 1 0	75 0 0	91 3 3	—
Attendants . . .	—	45 0 0	30 0 0	68 2 3	59 14 3
Blacksmiths . . .	—	88 9 8	—	93 5 0	50 0 0
Bottle washers . . .	35 5 6	—	30 0 0	87 5 0	33 9 6
Carpenters . . .	—	92 1 10	—	92 5 0	52 0 0
Firemen . . .	—	60 1 10	—	—	44 8 0
Fitters . . .	37 12 6	80 3 6	—	92 1 0	58 0 3
Mistries . . .	—	117 3 6	—	91 5 0	62 0 0
Packers . . .	37 6 0	37 2 10	30 0 0	—	31 14 0
Mazdoors—					
Male . . .	35 5 6	45 15 0	—	—	32 8 3
Female . . .	—	36 9 0	—	—	—

Occupations	Saurashtra	Bombay*		West Bengal†	
		Maximum	Minimum	Maximum	Minimum
		7	8	9	10
		Rs.	Rs.	Rs.	Rs.
Chemists . . .	291 3 0	361 0 0	100 0 0	329 0 0	91 0 0
Engineers . . .	287 13 9	365 0 0	210 0 0	427 8 0	169 8 0
Operatives in chemicals . . .	—	100 0 0	33 0 0	150 0 0	51 0 0
Attendants . . .	114 13 3	140 1 0	79 1 6	105 0 0	57 0 0
Blacksmiths . . .	162 0 0	152 4 6	60 0 0	115 12 0	57 0 0
Bottle washers . . .	—	74 3 0	33 0 0	83 14 0	57 0 0
Carpenters . . .	117 0 0	114 11 0	55 0 0	119 3 0	57 0 0
Firemen . . .	—	108 4 0	60 0 0	109 2 0	49 8 0
Fitters . . .	143 4 6	109 5 0	76 6 3	109 14 0	57 0 0
Mistries . . .	140 0 0	150 0 0	149 6 0	125 0 0	57 0 0
Packers . . .	—	92 5 0	40 0 0	77 0 0	57 0 0
Mazdoors—					
Male . . .	48 14 3	87 14 0	35 0 0	71 13 6	47 6 0
Female . . .	46 0 3	90 9 0	33 0 0	—	52 0 0

* The data for Bombay relate to 6 units, of which three have near about 200 workers and the rest between 50-75 workers. The data for West Bengal relate to 11 units, of which three have over 800 workers, three have between 200-300 workers and the rest between 100-200 workers. The figures give the range of average earnings in the State concerned but it must be pointed out that this range is affected by the size of the units taken into account.

Bonus.—Of the 24 concerns, 9 had not paid any bonus for 1949, while in one more concern, the payment was under consideration. In 12 concerns, wages for a certain period, varying from half a month to 3 months, were paid to employees as bonus. In a few of these concerns, the rate was dependent upon such factors as length of service, permanency or the nature of work. In one concern, the rate of bonus (as percentage of wages) was the same as the rate of dividend declared.

No production bonus was paid in any of the concerns, which furnished replies, while only one concern had provision for attendance bonus, which was at the rate of Rs. 5 per month. Special bonus was paid in 7 concerns for various reasons, such as approved continuous service, emergencies, etc.

WELFARE ACTIVITIES

Medical Facilities.—Provision for medical facilities in the chemical industry appears to be of a comparatively higher standard than in some other Indian industries. Three of the concerns had provided both hospital and dispensary facilities. In 12 other concerns, dispensaries were functioning for the benefit of employees. In some of these concerns, serious cases were sent to hospitals. Special mention in regard to medical facilities may be made of the Tata Chemicals Ltd., which has a First Aid Centre, one dispensary and an up-to-date hospital with 40 beds.

Educational Facilities.—Generally, chemical concerns which are in rural areas and which set up housing colonies for their workers, provide educational facilities for their workers' children. The Tata Chemicals Ltd., Mithapur, for example, maintain a Gujrati Primary School, one Anglo-Vernacular Middle School and a High School. Some provision regarding schools is also made in Belampalli, Kharagoda, Mettur Dam, Panihatti and Calcutta.

Canteens, Grainshops and Co-operative Societies.—Of the 24 concerns, which furnished replies, 19 had canteens; 5 concerns had provided cheap grain facilities and 7 concerns had maintained co-operative credit societies. Most of the canteens were run by contractors. The monthly value of grain concessions where given was between Rs. 5 and Rs. 10.

Recreational Facilities.—Thirteen concerns had made provision for recreational facilities, usually consisting of indoor and outdoor games, radio sets, films, reading rooms, libraries, etc.

Provident Fund, Gratuities and Pensions.—As many as 16 out of the 24 concerns had provident funds for their workers. The eligibility for membership, rate of interest, conditions for payment of

employers' contribution, etc., were, however, not uniform. The usual rate of contribution was either $6\frac{1}{4}$ per cent. or $8\frac{1}{3}$ per cent. though in a few cases it was higher still. The employer usually contributed an amount equal to the member's contribution and the total amount was credited to the member's account. The member was entitled to claim the amount of the employer's contribution only after a specified period of continuous and approved service.

Gratuities were paid only by 5 concerns, the usual rate being one month's wages for each completed year of approved service. Pensions were not paid by any concern.

Housing.—Fifteen out of the 24 units reported that they had provided housing facilities for their workers. In six of these units, however, facilities were provided only to the supervisory staff. Some details of housing provided by the remaining 9 units are given below :—

TABLE IX
Housing Provided to Workers

Unit	Proportion of workers housed	Rental per month	Remarks
Bihar I (Daburgram) . . .	30%	10% of wages ..	One room tenements (with kitchen).
Bombay I (Kharaghoda) . . .	100%	Free ..	One room tenements
Hyderabad I . . .	33 $\frac{1}{3}$ %	Free ..	Do. (with kitchen).
Madras I . . .	45%	Free.	
Saurashtra I (Mithapur) . . .	70 to 75%	12 as. to Rs. 2 and above varying according to type of quarters.	The Mithapur town has semi-pucca blocks and cement concrete blocks, each of 2 rooms.
West Bengal I . . .	62 $\frac{1}{2}$ %	Free.	
II . . .	80%	4 as. per head.	
III . . .	16%	Free (barracks). Rs. 12 to 45 (quarters).	
IV . . .	20%	Free (barracks). Rs. 3 to 25 (quarters).	

Generally, chemical concerns in rural areas make provision for housing their workers.

Production.—Thirteen of the concerns reported that their production had increased since 1944, mainly on account of more demand and rationalisation. On the other hand, seven concerns reported a decline in production due to such factors as non-availability of raw materials, transport difficulties, etc.

Improvements in Factory Conditions.—A number of factories reported that they had made considerable improvements since 1944 in regard to (a) the lay-out of the machinery, (b) ventilation and lighting inside the factory, and (c) provisions of sanitary arrangements and water supply for workers.

Trade Unions.—Employees of 12 out of the 24 concerns were members of trade unions details in regard to which are given below :

TABLE X
Trade Unions

Name of the Union	Membership
1. Dabur Employees' Union, Daburgram	150
2. Rashtra Chemical Kamgar Sangh, Bombay	Not available
3. Sarabhai Chemical Workers' Union, Baroda	Not available
4. Hyderabad Chemical and Pharmaceutical Workers' Union, Hyderabad.	Not available
5. Hyderabad Chemical & Fertilizers Ltd., Belampalli	213
6. The Mysore Industrial and Testing Laboratory Labour Association, Bangalore	105
7. The Tata Chemicals Kamgar Sangh, Mithapur	1,643
8. The Mettur Chemical Workers' Union, Mettur Dam	Not available
9. D. Waldies Employees' Union, Calcutta	500
10. Bengal Chemical Majdoor Union, Calcutta	711
11. Bengal Chemical Sramik Congress, Calcutta	2,200
12. Bengal Immunity Workers' Union, Calcutta	812

All these trade unions were registered and recognised by the employers.

REPORTS AND ENQUIRIES

REPORT ON AN ENQUIRY INTO THE CONDITIONS OF AGRICULTURAL WORKERS IN VILLAGE BRINDABANPUR IN WEST BENGAL

The Ministry of Labour of the Government of India have now published the fourth* of a series of monographs relating to the preliminary enquiry into conditions of agricultural workers conducted during 1949 in village Brindabanpur, West Bengal. The data collected relate to the previous agricultural year, and, as pointed out in the preface, "considering the illiteracy and short memory of the villagers, this data could only be regarded as a first approximation." A caveat in the author's preface says that "views expressed in the report are not of the Ministry of Labour." Even so, the findings in this report, will be of value because these will throw some light on the conditions of Indian agricultural workers.

The results of the factual survey are summarised below :

The total population of the village was 726 of which 209 were adult men, 224 adult women and 293 children. There were 149 families residing in the village of which 72 or 48.3 per cent. were agriculturists and 77 or 51.7 per cent. were non-agriculturists. Of the 72 agricultural families 52 were families of agricultural workers—22 being casual workers' families without land and 30 of the casual workers with land taken on rent. The average size of the family was 4.9 persons for the village as a whole consisting of 1.3 earners, 0.1 helpers and 3.5 dependants. The average size of the agricultural workers' families with and without land was 4.7 and 4.5 respectively, composed respectively of 1.5 earners, and 3.2 dependants and 1.5 earners, 0.3 helpers and 2.7 dependants.

The size of the holding of the village was small, 75.9 per cent. being below 2 acres, 20.6 per cent. between 2 and 5 acres and 3.5 per cent. between 5 and 10 acres and above. The rates of daily wages of casual workers were generally Rs. 1-8-0 paid in cash together with 1/8th seer of *Muri* (parched rice) evaluated at 2 annas. The average annual income per family in the case of casual workers with and without land was Rs. 464-6-4 and Rs. 641-7-11 respectively. Work in the fields for wages fetched on an average Rs. 226-1-7 and Rs. 258-12-9 respectively or 48.7 and 40.3 per cent. of the total income. Other occupations in which the casual workers were engaged were fishing, net weaving, house making and repairing and sale of vegetables, etc.

On an average, an agricultural worker was employed for 220.4 days in a year, 165.9 days being accounted for agricultural work, while non-agricultural work accounted for 54.5 days per year. A

* Summaries of the first three Reports (Conditions in Vandalur, Dorwan and Archikarahalli Villages) have been published on pages 101-105 and 186-189 of the August and September issues of this Gazette.

considerable area of the cultivable land of the village belonged to the inhabitants of a neighbouring village who generally employed their co-villagers for cultivation of holdings. Thus, the workers of Brindabanpur are without employment for a considerable part of the year.

PLANNING COMMISSION ON LABOUR PROBLEMS

The Planning Commission, set up in March, 1950 by a Resolution of the Government of India, have recently issued a draft outline of their First Five Year Plan.*

The Draft Outline is divided into three parts. In the first part the approach of the Commission to planning has been explained. In the second, the main features of the Five Year Plan have been presented; while the third part deals with the problems of policy and administration. Chapter 14 of the third part deals with "Labour and Industrial Relations". In this Chapter, the Commission have expressed their views on problems relating to industrial relations, wages, working conditions, employment and training, and productivity. These views are briefly summarised below :—

INDUSTRIAL RELATIONS

The Commission have emphasised the fact that peace in industry is essential for the realisation of the targets of the Plan in the industrial sector and for this purpose they felt that the management and labour should come to an agreement regarding the principles which should govern industrial relations. To achieve this end, the commission have worked out certain proposals in consultation with the Ministries of Labour and Commerce and Industry on the basis of which agreed conclusions were reached in the Industries Development Committee composed of representative employers and leaders of the principal workers' organisations in the country. The main features of this agreed approach to the question of industrial relations are :—

(a) *The Right to Strike.*—In a system functioning on the basis of competition, private monopoly or private profit, the workers' right to have recourse to peaceful direct action for the defence of their rights and the improvement of their conditions cannot be denied and should not be curtailed except in an emergency. However, in an economy, which is organised for planned production and distribution, aiming at the realisation of social justice and welfare of the masses, strikes and lockouts have no place. As India is at present passing through a period of economic and political emergency, the State has to arm itself with legal powers to refer disputes for settlement by arbitration or adjudication, if efforts to reach an agreement by other means fail. Various measures for the avoidance of disputes and securing internal settlement have been suggested.

(b) *Avoidance of Disputes.*—In order to avoid needless friction and disputes between employers and workers, it is necessary to lay down in concrete and specific terms the duties and responsibilities of

* The Government of India, Planning Commission—*The First Five Year Plan—A Draft Outline*, Manager of Publications, Delhi, July, 1951, pp. 295, price Rs. 2/12/- or 4s. 6d.

both sides. The agency of shop-stewards, which is at present functioning in some establishments, should be developed and fully employed for redressing the grievances of workers in their individual and collective capacity. An employer should, in consultation with the workers, lay down clearly the manner in which any worker or a group of workers may approach authorities at different levels in the plant in respect of various types of grievances. The workers should be apprised in advance of any contemplated change which may alter the *status quo* relating to their conditions and interests. Employers in industrial establishments should define with sufficient precision the conditions of employment under them by means of standing orders. The personnel officers should satisfactorily carry on their responsibilities for the avoidance of disputes and creation of mutual good will and understanding.

(c) *Joint Consultation*.—There should be the closest collaboration through consultative committees at all levels between employers and workers for the purpose of increasing production, improving quality, reducing costs and eliminating waste.

(d) *Works Committees*.—The Works Committee, which is the keystone of the structure of industrial relations, should function properly for the settlement of differences between the workers and the management. Joint Committees should also be set up for a centre and for the industry as a whole to tackle questions of wider importance.

(e) *Collective Bargaining*.—For the success of collective bargaining it is essential that there should be a single bargaining agent over as large an area of industry as possible and uniform conditions should be secured in at least all the establishments in one centre.

(f) *Conciliation and Arbitration*.—The State has to step in with an offer of conciliation when the parties fail to reach an agreement and the dispute continues. Conciliation should be resorted to except when there is a voluntary submission for arbitration or a direct approach to a tribunal or court is prescribed. The machinery and procedure relating to compulsory arbitration and adjudication of disputes should be so designed as to secure the essence of a fair settlement based on the principles of natural and social justice, with the minimum expenditure of time and money and without legal technicalities and formalities of procedure and appeals.

(g) *Norms and Standards*.—A tripartite body should be set up for the determination of 'norms' and standards which may govern the mutual relations and dealings between the employers and workers and settlement of industrial disputes.

WAGES

The Commission are of the view that any upward movement of wages at this juncture will further jeopardise the economic stability of the country, if it is reflected in costs of production and consequently will raise the price of the product. It is, therefore, suggested that an increase in wages should be avoided, except to remove anomalies or where the existing rates are abnormally low. To make this suggestion acceptable to the working class, the Commission have recommended that other measures such as restrictions on the remuneration of management, the distribution of profits and the

issue of bonus shares should be taken. Betterment of standard of living and a further advance to living wage can be achieved only through a fall in prices, an increase in the productivity of labour or an improvement in the capacity of industries to pay, brought about through various measures of rationalization of industry, as well as the renewal or modernisation of plant. The course of action suggested by the Commission is governed by various considerations, such as lessening of the disparities of income, efforts to attain a living wage standard, standardisation of wages, a scientific assessment of the relative work-load in different occupations and industries, etc. The Commission have also recommended full and effective implementation of the minimum wage legislation, laying down proper basis for profit sharing in the form of periodic bonuses, and establishment of permanent tripartite Wage Boards in each State and at the centre and provision of a statutory provident fund for industrial workers.

WORKING CONDITIONS

The Factories Act, 1948, the Mines Act, the Plantations Bill, 1951 and the proposed Central legislation for regulating the conditions of work in shops and establishments have as their common object the improvement of working conditions. According to the Commission, the emphasis in the next five years should, therefore, be on the administrative measures needed for the implementation of such legislation. The Commission have made a number of suggestions for the improvement of working conditions of workers employed in factories.

EMPLOYMENT AND TRAINING

The Commission have emphasised the need of effective utilisation of manpower, having regard to the requirements of both industry and the workers. They have made suggestions for the improvement of the present system of recruitment and have laid emphasis on the necessity of increased facilities for technical and vocational training.

Regarding rationalisation, they have stated that the progress of rationalisation could be facilitated on the strength of various safeguards such as standardisation of musters and fixation of work-loads on scientific basis stoppage of fresh recruitment during the introduction of rationalisation, transfer of surplus workers to other departments, installation of new machinery, gratuity to workers retiring voluntarily, retrenchment of junior employees, facilities for re-training of workers thrown out of employment, recruitment of surplus labour in various projects undertaken by Government, incentives for sharing the gains of rationalization through higher wages and a better standard of living, and establishment of a Joint Consultative Board to deal with all questions relating to rationalisation and retrenchment.

PRODUCTIVITY

The Commission recommended that productivity studies should be undertaken in India. However, as such investigations presuppose the existence of trained personnel, reliable industrial and labour statistics and a scientific attitude on the part of organisations of employers and workers, they have suggested that much preparatory work would have to be done before such studies are undertaken.

LABOUR LAWS AND DECISIONS

LAWS

THE BIHAR MINING SETTLEMENT (AMENDMENT) BILL, 1951

The Bill was introduced in the Bihar Legislative Assembly on 23rd August, 1951, in order to amend the Bihar and Orissa Mining Settlement Act, 1920, and its text is published in the *Bihar Gazette*, dated 29th August, 1951. The Statement of Objects and Reasons appended to the Bill runs as follows :—

“At the meeting of the Coal Mines Labour Welfare Fund Advisory Committee held on the 5th May, 1950, it was reported that several prosecutions resulting in convictions for contravention of the provisions of the Bihar and Orissa Mining Settlements Act, 1920, did not have the desired effect as the existing provisions of the Act do not provide for deterrent punishments.

The penal provisions of the Act are contained in sub-sections (1), (2) and (3) of section 26. Under sub-section (1), the penalty for obstructing the public health staff of the Board in the discharge of its duties or wilfully non-co-operating with it by not furnishing it with requisite information, etc., is imprisonment for a term which may extend to three months or fine which may extend to five hundred rupees or with both. Under sub-section (2), the maximum penalty is a fine of five hundred rupees for furnishing incorrect information. Under sub-section (3), the maximum penalty for non-compliance with orders and requisitions and contravention of any provisions of the Act, rules, etc., and for other offences for which no penalty is provided, is a fine of two hundred rupees. There is a further provision under sub-section (3) for a fine of fifty rupees per day for continued failure to comply with requisitions or orders under any provision of the Act, rules, etc.

The Government of India have advised the State Government to raise the maximum limit of fine under sub-sections (1), (2) and (3) of section 26 of the Act to Rs. 1,000 and that for continued breach as provided under sub-section (3) to Rs. 100 per day. The local officers and the Jharia Mines Board of Health were consulted in the matter and they have agreed to the proposal of the Government of India. The Bill seeks to amend the Act accordingly”.

THE PEPSU TRADE UNIONS REGULATIONS, 1951

The Government of PEPSU propose to make the above Regulations in exercise of powers conferred by section 29 of the Indian Trade Unions Act, 1926, and a draft thereof is published in the PEPSU Government Gazette dated 2nd September, 1951 for eliciting public opinion. The draft will be taken into consideration after

the expiry of fourteen weeks from the date of publication of the notification in the Official Gazette, along with any objections, received by the Labour Department of the PEPSU Government within that period.

THE UTTAR PRADESH SUGAR AND POWER ALCOHOL INDUSTRIES LABOUR WELFARE AND DEVELOPMENT FUND RULES, 1951

The Government of U.P. propose to make the above Rules in exercise of powers conferred by sub-section (1) of section 14 of the Uttar Pradesh Sugar and Power Alcohol Industries Labour Welfare and Development Fund Act, 1951 and a draft thereof is published in the *Uttar Pradesh Gazette*, dated 8th September, 1951 to elicit public opinion. The draft will be taken into consideration on or after 24th September, 1951, together with any objections or suggestions which may be received by that date.

THE ASSAM MATERNITY BENEFIT (AMENDMENT) ACT, 1951

The Act, received the assent of the President on 19th July, 1951, and the text is published in the *Assam Gazette*, dated 1st August, 1951.

THE MINIMUM WAGES ACT, 1948

(a) *The PEPSU Minimum Wages Rules, 1951*.—The PEPSU Government propose to make the Rules in exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948, and a draft thereof is published in *The PEPSU Government Gazette*, dated 16th September, 1951 for eliciting public opinion. The draft will be taken into consideration on or after 1st December, 1951 along with any objections or suggestions which may be received by that date.

(b) *The Saurashtra Minimum Wages Rules, 1951*.—The Saurashtra Government propose to make Rules in exercise of the powers conferred by section 30 of the Minimum Wages Act, 1948, and a draft thereof is published in *The Saurashtra Government Gazette (Extraordinary)*, dated 1st September, 1951 for eliciting public opinion. The draft will be taken into consideration on or after the 30th September, 1951, along with any objections or suggestions which may be received by that date.

DECLARATION OF SUGAR INDUSTRY AS PUBLIC UTILITY SERVICE IN MADRAS STATE

In exercise of the powers conferred by section 2(n) (vi) of the Industrial Disputes Act, 1947, the Governor of Madras has been pleased to declare* the Sugar Industry in the State of Madras, as Public Utility Service for a further period of six months with effect from 5th September, 1951.

* Madras Government Notification No. 782, published in the *Fort St. George Gazette*, dated 18th September, 1951.

DECISIONS

WORKMEN'S COMPENSATION ACT

THREE DECISIONS OF THE CALCUTTA HIGH COURT

I

An engine driver employed in the East Indian Railway was knocked down by a train at Ultadanga Railway Station and killed. About half an hour earlier he had finished his duties at Chitpur Locomotive Shed and was returning from the place of his duties. His widow claimed compensation under the Workmen's Compensation Act, 1923. The Commissioner for Workmen's Compensation dismissed the claim on the ground that the accident did not arise out of and in the course of the employment of the workman as, firstly he was actually killed on a railway platform which was a public place to which the public had access, and secondly, the risks of the place were not the risks of the employment but were risks to which the general public were exposed. The widow of the workman preferred an appeal to the High Court.*

In the appeal it was argued on behalf of the appellant that the workman was killed on the railway platform while he was leaving his employment after finishing the day's work. The railway platform was part of the employer's premises and as long as he was on the employers' premises he had not left the sphere of his employment and the accident, therefore, arose out of and in the course of his employment.

The main question for consideration before the High Court was whether or not the workman had reached a point outside the sphere of his employment when he was knocked down and killed. The High Court held that the accident occurred on railway premises.

After examining the findings of the Commissioner and the various English authorities cited on the point, the Chief Justice remarked : "It appears to me that on the findings of the learned Commissioner there can be no doubt that the only practicable means by which the workman had to leave the place of his employment was this route which led through Ultadanga Railway Station. Once he had passed through the station he would be on a public road and therefore in a public place. The learned Commissioner appears to have thought that when he reached the platform the workman had reached a public place. But it appears to me that there is no justification for that view. A railway station just as a dock or harbour is private property and members of the general public have no right to use that property. They may use it by permission. It is resorted to by the public who have business with the railway or who are travelling or are connected with persons who are travelling. There are special risks attached to a railway station and a railway

* The High Court judgment is reported on pages 522-28 of the Calcutta Weekly Notes, 1951, Vol. LV, No. 25.

platform—the risk of slipping and falling under a train or the risk when reaching a platform of being knocked down by an incoming train. These are risks which everybody using the platform is exposed to. But they cannot be described as risks which the general public are exposed to."

The Chief Justice further observed : "We have to ask ourselves, why was Seth (workman) on this particular morning exposed to dangers from passing trains ? Was he exposed to that danger merely as a member of the public, or was he exposed to those dangers because he was still within the sphere of his employment and had not left his employer's premises ? It seems to me that Seth was killed because as an employee of the East Indian Railway he had to use a certain track and the platform of the railway station to reach the public road to get to his quarters or to get away from the scene of his work. The risk was a special risk to which only those who had business on the platform were exposed to. On this particular morning Seth had to cross this platform because of his employment and he had to cross the platform in order to get away from the scene of his employment. He was still on his employers' premises and as Lord Macmillan observed, if in going to or coming from his work he had to use an access which is part of his employer's premises, he is held to be on his master's business while he is using that access. Up to the moment Seth was killed he was traversing a way across his employers' premises, the only practicable way to get away from his employers' premises. He was knocked down and killed and it appears to me that it must be held that the accident arose out of and in the course of his employment."

The Chief Justice accepted the appeal and awarded compensation to the widow of the deceased workman together with costs of both the courts.

II

In another case, a workman, who was employed as a fitter was sent by his employers to repair a handle of an almirah placed in a room on the ground floor of a building. The workman took measurements, went outside and started working. After some time he was found foaming at the mouth with a slight injury on his upper right arm. He was removed to a hospital where he died 11 days thereafter. The widow of the workman claimed compensation which the Commissioner for Workmen's Compensation allowed. The employers appealed to the High Court against the order of the Commissioner.*

According to the medical evidence it was a case of cerebral thrombosis with progressive cerebral oedema and the death of the workman was due to this thrombosis and cerebral oedema. The doctor, who was examined as a witness in this case, was unable to say whether the deceased sustained injury on the arm before the attack of thrombosis or after it. According to the Commissioner, the possibilities pointed to an accident and he, therefore, held that the death was the result of an accident arising out of and in the course of his employment.

* The full judgment of the High Court is reported in the *All India Reporter*, September 1951, Calcutta. pp. 145-47

Commenting on the decision of the Commissioner, the Chief Justice remarked : "That death occurred in the course of his employment admits of no doubt whatsoever. But it is not sufficient to prove that the workman died during his employment. It must be shown that he died as a result of an accident, that is, there must be some connection between his work and his death. The injury on the upper right arm suggests that there was a fall. But a court cannot deduce anything material from that injury because the workman could have suffered the injury by falling before the attack or falling as a result of the attack.....The facts are entirely consistent with two possibilities, namely, that he fell and the fall either caused this attack or hastened its onset, or that he was attacked by this disease which caused him to fall. It is in my view quite impossible to say which of those two alternatives is the more probable".

The Chief Justice relied on a judgment given by the House of Lords in 'Lancaster *versus* Blackwell Colliery Co. Ltd (1920) 122L.T. 162, in which it was held that *on a claim for compensation under the Workmen's Compensation Act if the facts which are proved give rise to conflicting inferences of equal degrees of probability so that the choice between them is a mere matter of conjecture, then the applicant fails to prove his case, onus being on the applicant.* The Chief Justice consequently held : "It seems to me that we can only conjecture as to what happened in this case and that being so the claim must fail."

The appeal of the employers was allowed by the High Court, the order of the Commissioner was set aside and the claim for compensation was dismissed. Under the circumstances of the case the High Court made no order as to costs.

III

In a third case before the Calcutta High Court* a question arose whether the payment made out of court to the heirs of a deceased workman can be deducted from the amount of compensation fixed by the Commissioner for Workmen's Compensation. The facts of the case were as under :—

A workman died of the injuries arising out of and in the course of his employment. The widow and other relations of the deceased received from the employers a sum of Rs. 3,000. In the receipt they stated that they never had any claim by way of compensation or otherwise against the employers for the accidental death of the deceased or for any arrear of salary or other remuneration payable to him and acknowledged receipt of a cheque for Rs. 3,000 as an *ex-gratia* payment. Thereafter, the widow made a claim before the Commissioner. The Commissioner, after deducting this sum of Rs. 3,000 from the amount which he thought was the right amount of compensation payable, gave a decree for Rs. 475 to the applicant.

Against this decision of the Commissioner the widow preferred an appeal to the High Court. The only question before the High Court was whether the sum of Rs. 3,000 could be deducted from the amount of compensation fixed by the Commissioner.

* The full judgment appears in the *Labour Law Journal*, August, 1951, pp. 192-4.

The High Court held that the sum of Rs. 3,000 was paid to the widow not as compensation but as an ex-gratia payment; and even if admitted that it was paid by way of compensation, the amount could not be deducted from the actual amount of compensation payable because according to section 8 of the Workmen's Compensation Act, no payment made directly by an employer should be deemed to be a payment of compensation.

On the point of contract, if any created by the receipt, the High Court held that under Section 17 of the Workmen's Compensation Act, a workman cannot contract himself out, and remarked : "The section (section 17) protects the ignorant workman who may be induced by the employer to agree to less compensation or to abandon something which under the Act he is entitled to claim. If the employer pays of his own to the workman, he does so with the risk that he will not be entitled to get set-off for the sum so paid."

On the question of equity, the High Court held : "The learned Commissioner thought that there was some sort of equity in favour of the respondent and on that he deducted this sum. We do not see how any equity arises when the sections of the Act are definite and clear. We are of the opinion that the learned Commissioner was wrong in deducting the sum of Rs. 3,000."

The appeal was allowed and a decree in favour of the widow was passed for Rs. 3,475 with costs of both the courts.

BONUS FOR SUGAR FACTORY WORKERS IN U.P.

AWARD OF INDUSTRIAL TRIBUNAL*

The dispute related to the payment of bonus for the crushing season 1949-50. In February 1951 the Government of Uttar Pradesh referred the dispute to an Industrial Tribunal. In response to notices served by the Tribunal the Associations of Employers as well as employees filed written statements. In their statements the employers challenged the validity of the reference. They contended that since no demand had been made by any of the unions of workmen for the payment of bonus for the year 1949-50, there was no dispute which could have been referred by the State Government to the Tribunal and as such the reference was bad in law. They further contended that only those unions of the workers of sugar factories which were registered under the Trade Unions Act or those representatives of workers who were elected in accordance with the provisions of the Trade Unions Act were entitled to be parties to the dispute or to represent the workers. They, therefore, submitted that the organisations or representatives appearing before the Tribunal on behalf of the workers were not competent to represent them. As regards bonus they contended that most of the factories had suffered loss during the year 1949-50 and had no surplus to meet the demand.

The workers had demanded that bonus should be linked with the quantum of sugar produced and that the issue should be decided on an industrywise basis and not on the basis of the working of the

*Published in the Uttar Pradesh Gazette. August 4, 1951, Part I pp. 605-24.

individual mills. They opposed payment of bonus on the basis of profits made by individual units because they felt that the accounts of the factories did not represent the true picture of the profits of factories during the season. The employers objected to this demand. They contended that bonus can only be linked to profits and not to production as it would be wrong in principle and against the interest of the labour itself if bonus was awarded to employees of concerns which were running at a loss. Starting with these premises they also objected to the payment of bonus on an industrywise basis. They contended that bonus can only be decided factorywise and not on an industrywise basis as any demand for bonus can be considered when surplus profit is available and this can be done only if the accounts of each factory are individually examined and considered. They took strong objection to the observations made by the representatives of workers regarding the accuracy of accounts maintained by the factories and contended that unless it is conclusively proved that a particular concern is or has been guilty of mismanagement and misfeasance, the balance sheets, etc., must be accepted.

The Tribunal first examined the objection raised by the employers regarding the validity of the reference. In this connection it quoted a recent decision of the Labour Appellate Tribunal on this point in the award relating to a dispute between employers and employees of sugar factories in Bihar. The Appellate Tribunal had held that a reference by Government would be valid if the following three conditions were fulfilled :—

- (1) that a dispute in fact had arisen,
- (2) that the dispute is an industrial dispute; and
- (3) that the Government, when making the reference, had applied its mind to the subject matter of the reference.

The Tribunal had held that the above mentioned three conditions were necessary for a valid reference and if the appropriate Government made any reference regardless of the existence of the above-mentioned three or any of the three conditions, the reference would be bad in law and the proceedings could be quashed or the Tribunal to which the reference had been made would not be entitled to proceed on the reference.

The Tribunal examined the objection of the employers in the light of the above findings of the Appellate Tribunal. It held that the fact that the Associations of workers had submitted written demand to the employers and had served notices of strikes and the fact that the employers refused to pay bonus when contacted by the Government prove that there was an industrial dispute within the meaning of section 2(k) of the Industrial Disputes Act when the reference was made and that the Government had satisfied itself that a dispute did exist and that it could be best settled by adjudication. It was contended by the employers that there was no demand in law and therefore no industrial dispute at the time the Government referred the matter to the Tribunal. In this connection it was argued that the demand should have been made directly by the employees to the employers within the meaning of section 2(k) of the Industrial Disputes Act and not through any intermediate agency like a federation or Government. It was also argued that the

federations, not being registered bodies themselves, were incompetent to make demands on behalf of their components or to represent them before the Tribunal. These arguments were not accepted by the Tribunal. It remarked : "A reference to section 2(k) would show that it does not shut out a collective demand by a recognized body on behalf of the employees. In the absence of any legal provision to the contrary, associations of registered units must be deemed to be properly constituted bodies, specially when both the industry and Government have been dealing with them as representatives of workmen. The argument, that the demands should have proceeded from the workmen themselves, does not appeal to us because the demand, as put forward, was in fact on behalf of the workmen through their various federations and we have already said that the workmen of the sugar factories are represented in all disputes including the issue of bonus through their federations on the principle of collective bargaining. As for the argument that under the Trade Unions Act collective bargaining is permissible only through registered trade unions and consequently an unregistered organisation has no locus standi, we may say that although a trade union includes a federation, it is nowhere laid down that the federation must also be registered."

The Tribunal next turned its attention to the main issue. It examined the past practice and found that in the past it was consistently held that bonus shall not be payable in those concerns which incurred losses during the year concerned. The Tribunal completely agreed with this principle and remarked : "Bonus is a stimulus to production. It would be wrong in principle and against public interest, indeed against the interest of the labour itself, to award bonus against a concern running at a loss. The chances of recuperation of such a concern will be cut short and its liquidation will be accelerated. The labour employed in it will lose their means of livelihood." It held that if a particular factory could positively prove loss on the season's working it should be entitled to be exempted from the payment of bonus.

While determining the basis for assessing profits the Tribunal was faced with the conflicting claims of the two parties. The contention of the employers was that the question of bonus should be decided unitwise, as bonus is possible only when surplus profit is available, and that for the assessment of profit or loss, the accounts afforded by the balance sheets and profit and loss accounts of the factories should be taken as correct unless they are proved to be wrong. The stand of labour, on the other hand, was that the accounts maintained by the sugar industry were unreliable and did not reflect a true picture of the profits of individual units. It was, therefore, contended that the question of bonus should be decided on industrywise basis taking the findings of the Tariff Board as a basis for calculation of cost of production and of profits.

The Tribunal observed : "In our view it cannot be disputed, as an abstract proposition, that real profit or loss of a particular concern can only be ascertained with precision from the accounts maintained by the concern of its business but this is subject to an important condition, that the balance sheets and profit and loss accounts should be reliable. If it were possible to rely on the

balance sheets submitted by the factories before us, we would have preferred to base our conclusions on them and should have decided the question of bonus unitwise." However, it found that so far as the sugar industry was concerned it was not possible to rely on the balance sheets due to the following reasons :

(1) there was not only no uniformity in the mode of accounting in the various factories but they exhibited marked *disparity* both in details and in essential items of expenditure.

(2) The financial year of various factories did not coincide with the season 1949-50 and hence it was not possible to get a true picture of the results of the working of the season.

(3) The accounts maintained by some of the factories related to not only the sugar industry but to some other allied industries as well.

In addition to the above mentioned reasons there were certain reasons which convinced the Tribunal that it was not possible to get a true picture of profit or loss from the accounts maintained by the factories. As an instance it pointed to the item of expenditure called the managing agents' commission. The Tribunal found that this item was being charged under different names under the protection that it had the sanction of the Articles of Association. In some cases excessive amounts were charged under this head. The Tribunal observed that "unless there is some limitation on such commission we cannot get a true picture of the profit and loss for distribution between the two improvement factors responsible for the production of sugar, namely labour and capital." In most of the cases it was noticed by the Tribunal that excessive amounts had been charged under the head : depreciation. It found that no reasonable proportion had been maintained between the amount charged under this head and the quantity of sugar produced. In view of these difficulties the Tribunal came to the conclusion that the only workable and equitable formula which could be adopted was to link bonus to production of sugar on an industrywise basis and to apply it to such of the factories as had made or could reasonably be presumed to have made profits. It linked bonus to sugar produced and not to cane crushed because of differences in the percentage recovery of sugar in different factories. It felt that it would be inequitable to ask two factories which had crushed the same amount of cane but recovered different percentage of sugar to pay bonus at the same rate.

Basing its calculations on the cost of production of sugar calculated by the Tariff Board and the price of sugar fixed by Government and taking into consideration extra profit made by the industry by producing better quality of sugar, the Tribunal came to the conclusion that profit per maund could reasonably be assumed to be

Rs. 1-1-9. However, in view of shorter duration of the crushing season and lower recovery of sugar during the year the Tribunal felt that the profits might be only Re. 0-14-7. Out of this sum the Tribunal allowed Re. 0-6-5 as income-tax at the average rate of annas 7 per rupee; Re. 0-0-6 as dividend at the rate of 6 per cent. and Re. 0-0-4 as contribution to the reserve fund at the rate of 4 per cent. The Tribunal held that bonus should be the first charge on the balance of Re. 0-7-4 so left. Relying on the principle—higher the production higher the profit—the Tribunal decided to award bonus at the following scale. It exempted those factories which produced up to one lakh ton of sugar from paying bonus because it felt that they must not have made substantial profit to bear the burden of paying bonus.

Quantity of sugar produced (mds.)	Rate of bonus
1. Up to one lakh	<i>Nil.</i>
2. Over one lakh and up to two lakhs	Annas 2 per maund of sugar produced
3. Over two lakhs and up to $3\frac{1}{2}$ lakhs	Annas 4 per maund of sugar produced
4. Over $3\frac{1}{2}$ lakhs and up to 5 lakhs	Annas 6 per maund of sugar produced
5. Over 5 lakhs	Annas 8 per maund of sugar produced

There was only one factory which produced over 5 lakh maunds of sugar. Its crushing season was longest in the State and its recovery of sugar was also well above the average. Most of the sugar produced in this factory was of a higher grade. In view of these facts the Tribunal was satisfied that this factory had made a profit of more than Re. 0-14-7 per maund and could, therefore, pay bonus at the rate of annas 8 per maund of sugar produced. The Tribunal placed the Buland Sugar Company, Rampur in a special category and directed that this factory should pay at a higher rate i.e., at the rate of annas 6 instead of annas 4 per maund of sugar produced. This decision was taken in view of the following special features which characterised this factory:—

- (i) that this factory was free from the obligation to pay income-tax in 1949-50 by virtue of an agreement;
- (ii) that the scales of wages in this factory were not at par with those prevailing in other factories in U.P.; and
- (iii) that most of the sugar produced by it in 1949-50 was of A-28 quality the price of which was higher.

This factory had already awarded an interim bonus equivalent to approximately 15 days' consolidated wages. The Tribunal directed that this sum shall be deducted from the amount which may be found to be due under this award.

With a view to stepping up production the Central Government as well as the State Government had announced in the beginning of the 1949-50 season that those factories which produced more sugar

or crushed more cane during the 1949-50 season than the preceding year shall be entitled to remission in excise duty and/or cane cess as the case may be. This benefit was enjoyed by 33 factories. The workers demanded that 50 per cent. of this benefit should be given to them. The claim was resisted by the employers on the ground that workers were not entitled to remission because it had nothing to do with their efforts. *The Tribunal, however, did not accept the argument of the employers and remarked : "The announcement by Government of remission under these heads was clearly to step up production and it cannot be denied that labour was as much responsible as the industry for the increased production. Payment of a reasonable share in the remitted amounts which cannot be taken away from the category of profits, will serve as a stimulus to labour to accelerate its efforts to show even better results in future. We think 25 per cent. of these amounts should go to labour as additional bonus over and above what they will get at the rates mentioned above."*

The Tribunal directed that the basis of distribution of bonus shall be seasonal wages (basic wages plus dearness allowance) and not annual wages. It also directed that the bonus shall be paid within 6 weeks from the date* of the award.

* June 14, 1951.

LABOUR INTELLIGENCE

INDIAN

THE INDIAN LABOUR GAZETTE

HINDI EDITION

The Ministry of Labour, Government of India, have decided to bring out a Hindi edition of the Indian Labour Gazette. Entitled MAZDOOR JAGAT, the monthly will carry articles on labour conditions in India and abroad, summaries of important labour legislation in India and elsewhere and full reports on the work of various official and non-official bodies connected with labour. Edited by Shri I. N. Gurtu from 18, Gurudwara Road, New Delhi, each issue of this illustrated magazine, priced at 12 annas per copy, will have 100 pages. The first issue will come out in October, 1951.

INDUSTRIAL DISPUTES IN INDIA DURING AUGUST, 1951

The available provisional statistics of industrial disputes show that during the month of August 1951, there were 103 disputes involving stoppages of work by 56,256 workers as against 130 disputes involving 69,984 workers during the previous month. Of these, 76 disputes involving 43,581 workers were new. The disputes include 7 lockouts which involved 4,927 workers and accounted for a loss of 1,18,502 man-days. During the month time-loss due to industrial disputes was 2,64,148 man-days, which shows a steep fall from the corresponding figures of 6,20,654 man-days in July 1951. During the month, the highest number of disputes among the States was recorded by West Bengal where 27 disputes occurred involving a loss of nearly 125 thousand man-days. The State which reported the next highest number is Bombay where 24 disputes occurred with a resultant time-loss of over 50 thousand man-days. Other States which reported considerable time-losses from industrial disputes were Madras and Bihar.

The highest time-loss among the industry groups was recorded by Food, Drink and Tobacco which accounted for nearly a third of the total number of man-days lost. Other industries which suffered heavy time-losses during the month were Cotton textiles, Engineering, Coal mines and Plantations. Compared to the previous month however, the time-loss was considerably less in most of these

industries. A table showing the distribution of time-loss according to industries for the month under review together with corresponding figures for the previous two months is given below :

Man-days lost due to industrial disputes

Industry	August, 1951	July, 1951	June, 1951
Textiles—			
Cotton	44,104	136,379	155,271
Jute	—	234	4,216
Others	462	2,559	3,370
Engineering	24,603	56,577	39,323
Minerals and Metals—			
Iron and Steel	300	6,700	2,740
Others	14,453	15,022	10,056
Food, Drink and Tobacco	83,445	90,743	82,380
Chemicals & Dyes	4,520	27,850	18,337
Wood, Stone and Glass	9,020	36,782	24,932
Paper and Printing	780	40	7,559
Skins and Hides	10	340	—
Gins and Presses	—	—	—
Mines—			
Coal	30,986	102,048	4,270
Others	—	—	6,410
Transport—			
Railways	5,572	19,100	20,177
Others	82	—	—
Docks and Ports	3,970	1,894	12,676
Plantations	11,622	4,407	1,290
Municipalities	6,146	3,390	7,329
Miscellaneous	24,073	25,590	35,237
Total	264,148	620,634	535,703

The lockout of the 24 Bidi factories at Raniganj, which started in June 1951, continued throughout the month under review keeping 3,000 workers idle. This single dispute accounted for a time-loss of about 81,000 man-days during the month. The State Government prohibited continuance of the lockout of the Swadeshi Industries, Panihati (24 Parganas) which has been in progress since April 1951. The factory resumed work in the month with a complement of 250 workers. There was a loss of 18,900 man-days during the month on account of this lockout.

The strike in the Cooper Engineering Works, Satara Road (Bombay) which has been in progress since 12th June involving over 2,000 workers, came to an end on 14th August with the unconditional return of workers. The demands of the workers related mainly to conditions of individual employment such as pay scales, dearness allowance bonus, provident fund, gratuity, leave, night shift allowance and the like. The strike involved a total loss of about 1,00,000 man-days. The lockout of the Metal Rolling Works, Bombay, which has been in force since May 1951 and involved 327 workers continued throughout the month under review.

About 1,200 workers of the Madura Mills Co. Ltd., Tuticorin went on strike on 27th August on the demand of the appointment of additional spinners and doffers. The remaining 2,800 workers of

the mill had to remain idle as a result of the strike, which was in progress at the end of the month.

In Bihar, the strike of 1,300 workers of Gaslitan Colliery which started on 14th July following an assault on the union secretary, came to an end on the 27th August at the intervention of the Revenue Minister of Bihar.

A number of strikes were reported during the month in the plantations of Assam mainly on issues relating to supply of rations. Over 4,000 workers belonging to the Bordubi and Powai Tea Estates struck work on 10th August demanding an increase in rice ration. Over 2,000 workers of the Koossong Tea Estate struck work on 17th August on a similar demand. All the 2,227 workers of the Bordubi Tea Estate struck work again on the 20th August, demanding entire ration in the form of rice with an extra supply of wheat *atta*. There were a number of other smaller strikes for similar reasons.

Apart from strikes and lockouts resulting from industrial disputes there were 10 strikes during the month not connected with industrial disputes. These involved 8,743 workers and resulted in a time-loss of 9,418 man-days.

LABOUR NEWS FROM STATES FOR THE MONTH OF AUGUST, 1951

A summary of the major developments in matters of labour interest based on notes on labour situation during the month of August 1951 supplied by most of the States is given below; details of developments in connection with legislation and industrial disputes are given separately elsewhere :—

Enforcement of Labour Acts.—(a) *Minimum Wages Act.*—In Bihar a meeting of the Committee appointed for fixing minimum wages in agriculture in Patna district was held on the 27th August 1951. It was decided that a sub-committee should go round some selected villages and prepare its report for submission to the Committee, which was fixed to meet on the 28th September 1951. The Minimum Wage Committee of Delhi State met during the month to consider the question of fixation of minimum wage rates for categories of workers other than unskilled workers employed in flour mills. The State Government issued directions under the Minimum Wages Act for the enhancement of minimum rates in respect of workers employed in flour mills by Rs. 3/- per month or Re. 0-1-7 per day with effect from 1st August 1951. The Minimum Wages Inspector carried out 95 inspections in the various establishments during the month. Where discrepancies were found, notices were issued and most of the employers made amends except in one case, who was prosecuted. The Madras Government appointed the members of the industrial tribunals to be the authorities to hear and decide all claims arising out of payment of less than the minimum rates of wages to employees. The field staff of the Labour Department, Punjab, was asked to compile a complete list of units covered by each scheduled employment. The Labour Officer of the State was asked to furnish a report on the action taken by the field staff in regard to the implementation of the minimum wage rates in respect of certain

scheduled employments. In Saurashtra, Draft Rules under section 30 of the Minimum Wages Act, 1948, were sent for publication in the Gazette. The State Government also appointed a 'Competent Authority' to ascertain from time to time the cost of living index number applicable to the employees in the scheduled employments under the Act. The Travancore-Cochin Government constituted a Minimum Wages Committee under section 5 of the Minimum Wages Act to advise the Government in the matter of fixing minimum wages for plantation workers. In West Bengal the hours of work constituting a normal working day, the period of interval for rest, the day of weekly rest and the rate of overtime for the employees in the tobacco. (bidi and cigarette making) industry in the State were fixed under the Minimum Wages Act. The State Government also fixed the minimum rates of wages payable to the employees in public motor transport industry in the State.

(b) *Factories Act*.—In Delhi, 40 factories were inspected under the Factories Act. These inspections brought to notice 119 irregularities. In the Madras State, at the beginning of the month, 12,202 factories were registered. During the month 121 new factories were registered and the registration of 101 factories was cancelled, thus bringing the total number of registered factories at the close of the month to 12,222. In the Punjab, 246 factories were visited and plans in respect of 10 proposed factories were scrutinised.

(c) *Standing Orders*.—In West Bengal, 5 standing orders, including amendments were received and 7 orders were certified during the month of August 1951. The total number of standing orders received up to the end of the month was 1,033, of which 816 were certified.

(d) *Shops and Establishments Acts*.—In Delhi 3,528 shops and commercial establishments were inspected during the month under the Punjab Trade Employees Act. As a result of these inspections, 213 irregularities were noticed. Legal action was taken in 216 cases, which include old cases. The Court disposed of 415 cases during the month. Fines amounting to Rs. 9,194 were imposed. In the Punjab, under the Trade Employees Act, 9,577 shops and commercial establishments were inspected and prosecution was recommended in 169 cases. In Travancore-Cochin, prosecutions were launched against 9 merchants for violation of the provisions of the Shops and Establishments Act. The Labour Commissioner of the State exempted all textile shops from the provisions of section 7(1) of the Act for 14 days and all other shops for 10 days in connection with the *Onam* festival. In West Bengal, 50 cases were filed in the Court in connection with the infringement of the provisions of the Bengal Shops and Establishments Act, 1940. During the month the Court disposed of 201 cases, of which 183 ended in conviction. A total amount of Rs. 2,064 was realised by way of fines. During the month 6,270 inspections were made.

(e) *Industrial Disputes Act*.—The Industrial Tribunal constituted in the Mysore State, under the Industrial Disputes Act, 1947 is scheduled to sit for the first time in Mysore on 10th September 1951 to

consider the demands of the Mysore District Automobile Workers' Association, Mysore. Certain minor amendments were made during the month in the Bengal Industrial Disputes Rules, 1947.

(f) *Workmen's Compensation Act*.—In the Punjab, 4 complaints were received under the Workmen's Compensation Act, 1923, and these were referred to the field staff for investigation and settlement of claims. The Commissioner for Workmen's Compensation, Travancore-Cochin, decided in the case of a fatal accident to disburse Rs. 675/- to major dependants and to invest the balance of the deposited amount of Rs. 1,350 on behalf of the minor dependants of the deceased.

Accidents.—In Madras there were 549 accidents, of which 4 were fatal. The largest number of accidents occurred in the industries of transport and transport equipment and textiles. In the Punjab one fatal and 91 non-fatal accidents in factories were reported during the month. In Rajasthan the total number of accidents in the factories reported during the month was 63 which includes 59 that occurred last month but were reported during this month. Of these accidents one was fatal, 6 were serious and 56 minor.

Trade Unions.—In Ajmer, a trade union of workers in the building industry of Beawar was registered during the month. In Bihar, 4 trade unions were registered during the month, which raised the total number of registered trade unions in the State to 522. In the State of Bombay, 10 new unions were registered during the month and the registration of one trade union was cancelled, thus bringing the total number of registered trade unions at the end of the month to 704. In Delhi State, 4 trade unions, 3 of which were employers' organisations, were registered during the month. In Hyderabad, 6 trade unions, with an aggregate membership of 3,719, were registered under the Indian Trade Unions Act. In Madhya Pradesh, the Akola Mazdur Sangh, was registered as a recognised union under the provisions of the C. P. & Berar Industrial Disputes Settlement Act, 1947. In Madras State, 19 unions were registered during the month and the registration of two unions was cancelled, thus bringing the total number of registered trade unions at the end of the month to 652. In Saurashtra, 2 trade unions with membership of 126 and 30 respectively were registered. In Travancore-Cochin, 22 trade unions were registered during the month. The Labour Commissioner, Vindhya Pradesh was appointed as the Registrar of Trade Unions for the State and the District and Sessions Judge, Rewa, as the Appellate Authority to hear appeals against the orders of the Registrar of Trade Unions.

Joint Committees.—In Rajasthan and Travancore-Cochin, Works Committees were constituted in two concerns in each of the States. In Bombay there was no change and the total number of registered committees remained at 126 at the end of the month under review.

Labour Situation.—On the whole the general labour situation in most of the States appeared to be normal during the month. The employment figures showed some improvement in a number of States, though progress was hampered by facts such as non-availability of raw materials, transport difficulties and the like. In Ajmer State, difficulties were experienced due to the non-availability of good quality cotton at controlled rates. In Assam, the rice mill industry faced a similar difficulty on account of shortage of paddy. On account of the plucking season there was an increase in the number of workers employed in the tea factories of Assam. Improved employment figures were reported also from Delhi, Mysore, Rajasthan and Uttar Pradesh.

Conciliation and Arbitration.—In Bombay, 37 disputes between employers and workers were settled amicably through the intervention of the Conciliation Officers, in 39 cases no settlement could be brought about between the parties and in 30 cases the parties did not pursue the matter. Twenty disputes were referred to arbitration. Of the disputes that came up for conciliation under the Bombay Industrial Relations Act about 44 per cent. arose over questions of pay, allowances and bonus, 34 per cent. related to questions of retrenchment, and the rest concerned problems relating to leave, hours of work and other miscellaneous causes. Of the disputes not dealt with under the Bombay Industrial Relations Act 74 per cent. related to issues concerning pay, allowances and bonus and the rest arose out of questions of employment, leave, hours of work and other miscellaneous causes. An important judgment was given by the Labour Appellate Tribunal at Bombay in two appeals filed against the awards of the Industrial Court in the dispute relating to the bonus for the year 1949 to the workers of two textile mills at Gwalior. In one of the appeals the employers contended that section 76(A) of the Industrial Relations Act was invalid as being repugnant to Article 14 of the Constitution of India and that any award of bonus by an Industrial Court would be in contravention of the spirit of Articles 19(F) and 31 of the Constitution. The Tribunal held that there was no necessity to go into the detailed examination of these constitutional objections, and decided that *prima facie* there was nothing repugnant to Article 14. In regard to Article 19(F) the Tribunal was of the view that it was not applicable in the present case as the article only safeguarded the rights of the citizens and corporate bodies. In Madras, 30 industrial disputes were referred to industrial tribunals for adjudication. Awards in respect of 10 industrial disputes were published in the *Fort St. George Gazette*. In Saurashtra, conciliation proceedings were held in 35 cases, out of which 31 were successful. In Travancore-Cochin the Conciliation Officers of the State Department held 12 meetings to resolve industrial disputes. Of these, 7 meetings resulted in amicable settlements.

Investigation of Complaints.—In Ajmer, 19 complaints mainly relating to irregular payment of wages and discharge of workers were investigated by the Conciliation Officers of the State. In Assam, the total number of complaints investigated by the State Labour Officers was 144. Of these 27 related to discharge of workers, 23 to non-payment of arrears, 12 to demand for better facilities, 10 to terms of agreement, and the remaining 71 miscellaneous causes. In Bhopal, 36

complaints relating to suspensions, discharges, fines, etc., were enquired into and set right. In Delhi, 28 complaints were received during the month. Of these 14 related to non-payment of wages, 8 to alleged wrongful dismissals and claims for reinstatement, 4 to compensation for accidents, and 2 to claims for bonus. Eight complaints were settled in favour of workers, 10 were compromised, 2 were rejected and the remaining 8 were under consideration. The Officers of the Labour Department, Hyderabad received 80 complaints during the month. The number of complaints settled during the month was 157, which includes 117 complaints reported during the previous month. The Madhya Bharat, Labour Department, received 64 complaints, of which 28 related to employment, 21 to wages and the remaining 15 to miscellaneous causes. Of the 64 complaints, 14 were successful from the point of the workers, 13 unsuccessful and 16 were rejected, and 21 were pending decision at the end of the month. The Labour Officers and Shop Inspectors of Madhya Pradesh investigated 67 complaints, of which 16 related to dismissals, 12 to reinstatement, 9 to demand for gratuity, 6 to wages and the remaining 24 to miscellaneous causes. In Madras, the Labour Officers investigated 706 complaints. Of these, 222 related to dismissals and discharges, 118 to wages, 42 to bonus, 16 to dearness allowance, 26 to leave, 59 to service conditions, 5 to food supply and 218 to miscellaneous causes. In the Kolar Gold Fields Area 6 complaints were investigated which related mainly to reinstatement. In Rajasthan, 45 fresh complaints were received during the month. Thirty-one complaints were decided—22 in favour of workers and 5 against, while 4 complaints were rejected. At the end of the month 55 complaints were pending decision. In Saurashtra, the Labour Officers investigated 39 complaints, of which 18 were settled and 21 were under investigation. The complaints related mostly to payment of overtime, leave with wages, compensation for accidental injury, reinstatement and bonus. The Labour Officers of Travancore-Cochin State investigated 200 complaints during the month. Of these 67 related to discharge of workers, 39 to bonus, 15 to wages, 15 to breach of provisions of the Shops and the Establishments Act and the remaining 64 to miscellaneous causes.

Committees and Enquiries.—The Eleventh Session of the Indian Labour Conference was held at New Delhi on 11th and 12th August and was attended by the representatives of most of the State Labour Departments. In Bombay, a report on an enquiry into the conditions of employment in chemical and pharmaceutical concerns in the city of Bombay was under preparation. In Hyderabad, the 5th Meeting of the Labour Advisory Committee, the 4th meeting of the sub-committee of the Labour Advisory Committee and the 2nd meeting of the sub-committee for textile industry were held during the month. The house rent survey in the Kolar Gold Fields Area undertaken by the Labour Department, Mysore was in progress during the month. The report of the Chairman of the Court of Enquiry (Button Industry) was published in the *Saurashtra Government Gazette*. A meeting of Kanpur Labour Tripartite Conference was held on 18th August 1951 and the question of standardisation of festival holidays in Kanpur mills was discussed.

LEGAL PROTECTION AGAINST FORCED LABOUR

"All action needed has been taken for legal protection against forced labour in any form" stated the Hon'ble Shri Jagjivan Ram, Minister for Labour, Government of India, in a statement placed on the table of the Parliament on September 10, 1951.

The statement gives a resume of the measures taken for the abolition of *begar* or forced labour. At its fourteenth session held in Geneva in 1930, the International Labour Conference adopted a draft Convention requiring all member countries to abolish forced or compulsory labour in all its forms within the shortest possible period. The aforesaid Convention defines forced or compulsory labour as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." Action taken in India falls into three broad phases, the first beginning in 1931, the second in 1947 and the third belonging to the current period.

In 1931, the Convention adopted by the International Labour Conference was placed before the Indian Legislature and both the Houses adopted a resolution generally recommending to the Government that they proceed to take action on its various provisions. The Government of India examined the Central Acts and the Bengal Regulations of 1806 and certain Land Revenue Acts were amended to stop the use of forced labour by private individuals or landlords. On the suggestion of the Government of India, administrative instructions were issued by certain Provincial Governments to stop the use of forced labour and many Indian States also enacted legislation on the subject of forced labour.

The Labour Ministers' Conference held in November, 1947, recommended a general enquiry to ascertain the prevalence of forced labour. An Officer on special duty was appointed in August, 1948, to study the various legal enactments—Central and State—on forced labour and to submit proposals for the repeal or amendment of offending provisions. He adopted two broad divisions of forced labour, one authorised by law and the other under agristic serfdom or debt bondage or that performed in accordance with social customs. On the recommendations made by the Government of India in the light of his proposals, several States have taken legislative steps. The Government of Orissa have already taken action to delete the offending provisions in the Angul Laws Regulation, 1936 and the Khondmals Laws Regulation, 1936 and are considering proposals for amendments to the Orissa Compulsory Labour Act, 1948. The Government of Madras have agreed to amend suitably the offending provisions in the Madras Compulsory Labour Act, 1858. The Governments of the Punjab and U. P. have agreed to delete Section 65 of the Northern India Canal and Drainage Act, 1873, which empowered these Governments to obtain forced labour for carrying out usual annual repairs. The Criminal Tribes Act Enquiry Committee has endorsed the view that the Criminal Tribes Act, 1924, be replaced by a Central Legislation for the restriction of only the habitual offenders.

The Labour Ministry's Agricultural Labour Enquiry, the results of the first stage of which are already available, disclosed the existence of forced labour, in some form or other, in 74 villages in the

Punjab, U. P., Bihar, Orissa, Madras, PEPSU, Madhya Bharat and Jammu and Kashmir. These States were requested to take necessary steps to eradicate forced labour. A similar request has been made to other States also, in case similar conditions might be prevailing in other regions. The Intensive Family Enquiry, which is the third stage of the Agricultural Labour Enquiry, may furnish more data in this connection which will similarly be passed on to State Governments concerned for necessary action.

The Constitution of India guarantees legal protection against forced labour. Article 23(1) forbids forced labour except in the cases covered by Article 23(2), which refers to the right of the State to impose compulsory service for public purposes—and makes contravention thereof an offence. All laws to the contrary are void under Article 13(1) and notwithstanding anything in any such law, the exaction of forced labour in contravention of Article 23 would be a punishable offence under Section 374 of the Indian Penal Code. The Government of India intend to request all States to give the widest possible publicity in rural areas to these provisions of the Constitution.

Thus the position today is that on the legal plane, all action needed has been taken for protection against forced labour and on the administrative plane data have been collected and more are being collected—which may form the basis of investigation and executive action by the State Governments.

EMPLOYMENT AND TRAINING SCHEMES OF THE GOVERNMENT OF INDIA

REPORT FOR THE MONTHS OF JUNE-AUGUST, 1951

In the month of June, the publication of University results and the closure of certain seasonal occupations resulted in a large number of fresh registrations with the Employment Exchanges. At the same time, the advent of the monsoon reduced opportunities for employment, and the number of vacancies offered by employers fell sharply. In August there was a sharp rise in the employment opportunities in Government establishments but the number of vacancies offered by private employers recorded a decline.

The total number of persons found employment through Employment Exchanges during the three months under report was 34,540, 35,233 and 36,563 respectively, while the number of persons registered for employment assistance were 1,19,464, 1,31,846 and 1,26,320 respectively. The number of employers who utilized the services of Employment Exchanges was 6,719, 6,458 and 6,216 respectively.

During the month of July it was decided to admit 150 ex-service-men from amongst those who were released after September, 1950 for training in vocational trades in the Labour Ministry's Training Centres.

Under the Training Schemes of the Ministry of Labour 9,965 persons, including 374 women and 2,021 displaced persons, were receiving training at the end of August at different Training Institutes and Centres. In addition, under the Apprenticeship Training Scheme for displaced persons at the end of the month, 833 apprentice trainees were undergoing practical training in production work in

141 factories in Uttar Pradesh and West Bengal. In June, 452 trainees including 152 women and in August 282 trainees, including 15 women, passed the trade test in vocational trades.

QUESTIONS IN PARLIAMENT ON LABOUR

The following questions asked in the Parliament of India during the recent session are reproduced below with their replies :—

Question No. 233

INCOME AND EXPENDITURE OF REGISTERED TRADE UNIONS IN INDIA

Will the Minister of Labour be pleased to state :—

- (a) the income of the trade unions in India during the years 1947-48, 1948-49, and 1949-50.
- (b) the expenditure during those three years ; and
- (c) the number of trade unions that have submitted their accounts during those three years.

Reply to Question No. 233

A statement giving the required information in so far as registered trade unions are concerned is given below :—

	1947-48	1948-49	1949-50*
(a) Income of trade unions	Rs.56,28,323	Rs.58,83,062	Rs.69,59,574
(b) Expenditure of trade unions	Rs.44,49,414	Rs.55,14,672	Rs.58,10,622
(c) Number of trade unions submitting accounts	1,657	1,848	1,924
(d) Total number of registered trade unions	2,766	3,150	3,465

N.B. Registered trade unions also include employers' organisations registered under the Indian Trade Unions Act. The figures given above include employers' organisations.

Starred Question No. 1129

PLANTATION LABOUR

Will the Minister of Labour be pleased to state :—

- (a) the number of plantation workers in India at present ;
- (b) the number of houses built for these workers in the years from 1947 to 1950 (year by year) ;
- (c) whether the question of improved housing for plantation workers as discussed in the 3rd Session of the Committee on Plantations is being implemented ; and

*Figures for 1949-50 are provisional.

(d) whether the employers will get the benefit of loan advanced to different State Governments under the Industrial Housing Scheme in order to construct houses at least for eight per cent. of the labour population every year.

Reply to Starred Question No. 1129

(a) The latest available information pertains to the year 1948. The average daily number of plantation workers during 1948 was 12 lacs approximately.

(b) The information is not readily available and is being collected. The attention of the Honourable Member is, however, invited to answer given in the Parliament on the 21st May, 1951, to question No. 311 from which it will be seen that more than 18,000 houses were constructed in 1949 and 1950.

(c) Yes. The reports so far received show that satisfactory progress is being made.

(d) Though the Industrial Housing Scheme is applicable to plantations also, there is no likelihood of the benefit of loan being extended to employers in plantations in the near future as the amount provided in the Budget for Industrial Housing is rather very small compared to the requirement. The sum of Rs. 168 lacs provided in the Budget of the current year has already been allotted amongst the States which applied for loan. The actual utilisation of the allotted amount among various industries in the State is left to the State Government concerned subject to the conditions laid down in the scheme.

Starred Question No. 1599

SERVICE CONDITIONS OF MUNICIPAL EMPLOYEES

Will the Minister of Labour be pleased to state :—

(a) whether it is a fact that certain part C State Governments enquired into the conditions of service of municipal employees ;

(b) the names of the States which conducted this enquiry ; and

(c) the names of the States which recommended to the Centre to fix Rs. 30 p.m. as the minimum basic pay of such employees and the other recommendations made by them ?

Reply to Starred Question No. 1599

(a) and (b) The administrations of Delhi and Ajmer have set up Committees under the Minimum Wages Act, 1948, to hold enquiries and advise them in the matter of fixing minimum rates of wages for employments under the Local Authorities.

(c) The Administrations are competent to fix minimum wages under the Minimum Wages Act, 1948, without submitting their recommendations to the Centre. The Administration of Delhi have fixed minimum wages ranging between Rs. 28 and Rs. 65 p.m., rates being different for different municipalities and for different categories of employees.

Question No. 381-A

AGRICULTURAL LABOUR

Will the Minister of Labour be pleased to state :—

- (a) whether the attention of Government has been drawn to the result of the sample survey undertaken by the Ministry of Labour in the selected villages of Mysore State ?
- (b) If so, what is the average income mentioned in this survey as against the income and expenditure arrived at by the Statistical Survey Department of the Reserve Bank of India ?
- (c) How does the income of an average agriculturist of Mysore State compare with the income of the agriculturists of Bombay, Bihar and U. P. States, as per this sample survey ?
- (d) What is the average income per year of an Indian (i) agriculturist, (ii) agriculturist labourer, (iii) of the 4th class, i.e., the last class of Railway employees, (iv) last class of Postal Employees, and (v) the class IV officers ?

Reply to Question No. 381-A

(a) The Government of India in the Ministry of Labour conducted in close collaboration with the State Governments, an all-India enquiry into the conditions of agricultural workers. In so far as Mysore was concerned, the enquiry covered 24 villages, selected on the basis of stratified random sampling. The data collected during the enquiry are being tabulated and necessary action on the reports will be taken, as soon as the results are available.

(b) It is not understood as to whose income is referred to—the agriculturists' or the agricultural workers'. The agricultural labour enquiry will reveal the income of the agricultural workers but, as stated in answer to part (a), the income will be known only after the data collected during the third stage of the enquiry namely, the Intensive Family Survey, have been analysed and tabulated. There is no Department known as the Statistical Survey Department of the Reserve Bank of India.

(c) No information pertaining to an agriculturist's income in Mysore, Bombay, Bihar or Uttar Pradesh is available.

(d) No information pertaining to the annual income of an average agriculturist is available.

The average annual income of an agricultural worker's family in 8 villages in 8 States in which pilot agricultural labour enquiries were conducted varied from Rs. 322/- to Rs. 754/-.

The annual income of an officer of the fourth class and of a Railway or Postal Employee of the last class under the Central Government varies from Rs. 840/- to Rs. 900/-. This excludes house rent and compensatory allowances permissible at certain specified stations. It also does not include overtime payments which some of these employees may earn. This is the income of an individual and not a family.

Question No. 209

STATUTORY AND NON-STATUTORY BODIES AND *ad hoc* COMMITTEES UNDER THE MINISTRY OF LABOUR

Will the Minister of Labour be pleased to state :—

(a) the number and names of statutory and non-statutory bodies of permanent nature functioning under the administrative control of his Ministry giving the following information in each case :—

- (i) the year of their constitution ;
- (ii) the recurring annual expenditure incurred by them ;
- (iii) the provision for the audit of their accounts ; and
- (iv) the method of submission of the report of their activities ;

(b) the number and names of such *ad hoc* committees as were appointed by the Ministry since the 15th August 1947 and which have finished their work ; and

(c) the number and names of *ad hoc* committees which are still functioning giving the dates of their appointments and the time by which they are expected to finish their work ?

Reply to Question No. 209

(a) to (c)—A statement is given below :—

Part (A) of the Question

No.	Name of the statutory/non-statutory bodies	Year in which constituted	Recurring annual expenditure	Provision for the audit of the accounts	Method of submission of report of activities.
1	2	3	4	5	6
1	The Rescue Station Committee.	1939	Rs. 2,22,250	The accounts of the Committee are examined and audited annually by auditors appointed for the purpose by the Central Government.	An annual report of the working of the Committee together with the Audited Statement of Receipts and Expenditure is submitted by the Committee to the Central Government. An abstract statement of the receipt and expenditure of the Committee is published annually in the <i>Gazette of India</i> .
2	The Coal Mines Labour Welfare Fund.	1944	19,01,340	The accounts of the Fund are audited by the Accountant General, Bihar.	The Central Government publishes annually in the <i>Gazette of India</i> an estimate of receipts and expenditure of the Fund together with a year. An annual report of the organisation is also published. A report on the progress of the activities of the organisation is also placed before the Coal Mines Labour Welfare Fund Advisory Committee every quarter.

1	2	3	4	5	6
3	The Mica Mines Labour Welfare Fund.	1946	Rs. 1,78,700	The accounts of the Fund are audited by the Accountant General, Bihar.	The Central Government publishes annually in the <i>Gazette of India</i> a report of the activities financed from the Fund together with an estimate of receipts and expenditure of the Fund and a statement of accounts. A report on the progress of activities of the organization is also placed before the Advisory Committee every quarter.
4	The Board of Trustees of the Coal Mines Provident Fund.	1950	2,50,000 (appx.)	The accounts are audited by the Local Audit Department of the Comptroller and Auditor General of India.	Annual report is submitted to the Central Government after the 30th June each year.
5	The Dock Workers Advisory Committee.	1950	Nil.	As expenditure on the working of the committee will be met from the budget of the Chief Labour Commissioner, the accounts will be audited by the Accountant General, Central Revenues.	Meetings of the committee can be held only in case the Central Government call for its advice on matters arising out of the administration of the Dock Workers (Regulation of Employment) Act, 1948 or any scheme made thereunder. Its report when asked for will be submitted to the Central Government.
6	The Bombay Dock Labour Board.	1951	The Board is an autonomous body which will meet its own expenditure.	The Board will make its own arrangements for audit of its accounts. There is provision that the Board shall submit an audited balance sheet annually to the Central Government.	The Board is required to submit annually a report on the working of the Bombay Dock Workers (Regulation of Employment) S.I. no. 1951 direct to the Central Government.
7	The Emigrant Labour Fund.	1933	Rs. 6,000 (Estimated) for the year ending Sept. 1951.	The Comptroller, Assam, audits the accounts of the Fund every year.	The report on the working of the Ten Districts Emigrant Labour Act, 1932, under which the Fund has been constituted, is submitted to the Central Government every year.
8	The Employees' State Insurance Corporation.	1948	10,72,000 for 1950-51.	The accounts are audited by the Comptroller and Auditor General of India.	The annual report of the work done by the Corporation is submitted to the Central Government and annual report is also placed before the Parliament under Sec. 29 of the Employees' State Insurance Act, 1948.
9	The Central Advisory Board for the fixation of Minimum Wages.	1950	Rs. 122	The bills are audited by the Accountant General, Bihar and the statement of payment is made.	Minutes of the meeting are recorded and confirmed by the members of the Central Advisory Board.

Part (B) of the Question

1. The Coal Mines Labour Welfare Fund Advisory Committee constituted in May 1950 a sub-committee for the habilitation of Bhuli township. The sub-committee finished its work in August 1950.

2. At their meeting on 15th June 1951, the Coal Mines Labour Welfare Fund Advisory Committee constituted a sub-committee for selecting a site for township in Madhya Pradesh Coalfields. The sub-committee finished its work in July 1951.

3. An *ad-hoc* committee known as "Committee for framing a Scheme for Regulating Employment of Dock Labour at Bombay Port" was appointed in February 1948. The Committee submitted its report in July 1948.

4. An *ad-hoc* committee known as "Cachar Plantation Committee" was appointed. It has since submitted its report which is under the consideration of the Central Government.

5. The Central Advisory Council of Labour was constituted as a result of the Industrial Truce Resolution passed in December 1947. The Central Advisory Council held its last meeting in July 1949.

6. The Fair Wages Committee was constituted as a result of the Industrial Truce Resolution passed in December 1947. The Committee has submitted its report and is no longer functioning.

Part (C) of the Question

1. At their meeting on 15th June 1951, the Coal Mines Labour Welfare Fund Advisory Committee constituted a sub-committee for expediting the opening of the Central Hospital at Dhanbad. The sub-committee is till functioning and is expected to finish its work by the end of September 1951.

2. An *ad-hoc* committee was set up on 30th May 1951 to prepare a scheme for the establishment of an All India Trades Certification Board for conducting examinations and awarding Certificates of Proficiency to Craftsmen in various engineering and building trades on a national basis. The Committee is expected to finish its work by December 1951.

FOREIGN

I.L.O. TECHNICAL CONFERENCE ON ASIAN MANPOWER

The Governing Body of the International Labour Office has decided to convene an Asian Manpower Technical Conference to be held at Bangkok from 12th December 1951 for about two weeks. The Governments invited to attend the Conference will be those which were invited to attend the Asian Regional Conference. The general purpose of the Conference is to determine methods for the full utilisation of manpower in the development of Asian countries, and to formulate a concrete plan of action by the I.L.O. in the manpower field in Asia.

The agenda of the Conference is as follows :

- (1) Exchange of views on the present state of manpower problems in Asian countries :
 - (a) The manpower position in relation to the present economic situation.
 - (b) The manpower position in relation to long-term economic development.
- (2) Methods of co-operation between the I.L.O. and Asian countries with a view to ensuring the best use of the Field Office and other resources :

(a) Continued Programme :

- (i) Organisation of effective liaison between the Field Office and national technical correspondents ;
- (ii) Publication of a manpower technical Bulletin ;
- (iii) Organisation of a lending library (books, technical documents, training syllabuses, etc. and films) ;
- (iv) Possibility of establishing additional I.L.O. Field Offices in Asia.

(b) Technical Assistance Programme :

- (i) Types of technical assistance which the I.L.O. can provide in different fields relating to manpower problems ;
- (ii) Review of technical assistance projects in actual operation or under consideration ;
- (iii) Suggested specific projects.

The Governing Body further decided that the Manpower problems should include vocational and technical training, employment problems and migration.

(Abstracted from I.L.O. News Service, dated 14th September, 1951).

I.L.O. INLAND TRANSPORT COMMITTEE

FOURTH SESSION

The Fourth Session of the Inland Transport Committee of the I.L.O. will open at Genoa, Italy, on December 4, 1951, and will probably last till December 15. The agenda for the meeting includes the following items :—

- (1) General Report, dealing particularly with :—
 - (a) action taken in the various countries in the light of the conclusions of the previous sessions ;
 - (b) steps taken by the International Labour Office to follow up the studies and enquiries proposed by the Committee ; and
 - (c) recent events and developments in the Inland Transport Industry.
- (2) Labour problems affecting co-ordination of Transport.

WORK STOPPAGES IN U.S.A. DURING 1950*

In 1950 with the general upturn in business activity, strained relations between labour and management became more evident especially in certain industries. As a result, the number of strikes increased sharply to near-record levels. The 4,843 work stoppages recorded in 1950 exceeded by a third the 3,606 which occurred in 1949. This was in marked contrast to the relatively even and substantially lower strike levels of the postwar years after 1946. The number of workers involved was, however, lower in 1950 than in 1949 (2,410,000 compared with 3,030,000). The number of man-days lost also declined by 23 per cent. (from 50.5 million in 1949 to 38.8 million in 1950).

Twenty-two stoppages in 1950 involved 10,000 or more workers, compared with 18 stoppages in 1949. On the other hand, approximately half the 1950 strikes involved fewer than 100 workers each. The average duration of all strikes declined from 22.5 days in 1949 to 19.2 days in 1950, the lowest level in recent postwar years. The decline could be attributed to the large proportion of relatively short strikes and the absence of long nationwide strikes (except in the coal industry) involving large number of workers.

Wages and related matters (including pensions and social insurance) constituted the most prominent issues in work stoppages during 1950 as in 1949. Together or separately they were of primary importance in over half of all strikes. They accounted for 60 per cent. of all workers involved and over 80 per cent. of strike idleness. Disputes over working conditions (other than wages and union organization matters), precipitated about a fifth of the stoppages. These were generally terminated quickly and accounted for less than 10 per cent. of the year's idleness and for almost a third of all workers. Union recognition, the closed or union shop, discrimination, and other union security questions were the primary issues in about 13 per cent. of work stoppages. For the most part, these stoppages were small and local in character and relatively minor in terms of workers

* For statistics of industrial disputes in India and U.K. during 1950, see *Indian Labour Gazette*, April 1951, pp. 740-44, and September 1951, pp. 207-209.

involved and man-days lost. Jurisdictional, rival union, and sympathy strikes accounted for about 5 per cent. of all stoppages. These stoppages affected only 3 per cent. of all workers and caused only 1 per cent. of the year's strike idleness.

In terms of man-days lost, the mining and transportation equipment industries were affected to the greatest extent, the number of man-days lost being approximately 10 million and 9 million respectively. Other industrial groups which experienced a loss of more than 1 million man-days were machinery (except electrical); construction; transportation, communication and other public utilities; electrical machinery, equipment, and supplies; and primary metal industries.

(Abstracted from *Monthly Labour Review*, May 1951, pp. 514-522).

A CODE OF ETHICS FOR ARBITRATION IN THE UNITED STATES

The American Arbitration Association and the National Academy of Arbitrators have published in co-operation with the U.S. Federal Mediation and Conciliation Service, a code of ethics designed for use in arbitration of labour-management disputes*. The code lays down standards of ethics for both parties to disputes, and arbitrators. The necessity of such a code was felt because it was considered "that the ethical and orderly conduct of labour-management arbitrations necessarily requires the observance by the parties of certain obligations and duties in order to make the essential standards of arbitrators more effective".

The code is divided into 3 sections :—(i) Code of ethics for arbitrators, (ii) procedural standards for arbitrators, and (iii) conduct and behaviour of parties.

The code prescribes an arbitrator as one whose function "is to decide disputes" and stresses the importance of the role he is to play. To successfully carry out the functions, the arbitrator :—

"(a) should be conscientious, considerate and patient in the discharge of his functions. There should be no doubt as to his complete impartiality. He should be fearless of public clamour and indifferent to private, political or partisan influences.

(b) should not undertake or incur obligations to either party which may interfere with his impartial determination of the issue submitted to him."

The arbitrator's duty to the parties "is to determine the matters in dispute", governed by their expressed wishes. It is not his duty to induce a settlement contrary to their wishes. The code emphasizes that the arbitrator must not disclose arbitration proceedings or terms of an award to any third party or the public without the consent of the two parties to the dispute.

The code lays down a general line of procedural standards for the conducting of hearings. The code recommends that the arbitrator

* American Arbitration Association—*Code of Ethics and Procedural Standards for Labour-Management Arbitration*, 9, Rockefeller Plaza, New York 20 N.Y.

should file his award promptly and that it "should be definite, certain and final, and should dispose of all matters submitted." In the case of nominees to tripartite arbitration boards, the code says : " It is the duty of the parties' nominees to make every reasonable effort to promote fair and objective conduct of the proceedings, to aid the arbitration board in its deliberations and to bring about a just and harmonious disposition of the controversy. It is recognized, however, that the parties frequently expect their appointees to serve also as representatives of their respective points of view." The code further recommends that parties to a dispute "should approach arbitration in a spirit of co-operation with the arbitrator, and should seek to aid him in the performance of his duties". The code stresses that once an arbitrator is chosen, he should not be subject to any pressure or influence by the parties. Once the parties have agreed to arbitration, they should accept and abide by the award. The code lists several other rules for the disputing parties as general guides on ethics and procedure. (Abstracted from *The Labour Gazette*, (Canada), July, 1951, pp. 920-921).

CURRENT LABOUR LITERATURE

ARTICLES OF LABOUR INTEREST IN PERIODICALS

A list of important articles of labour interest, published in the periodicals received in the Labour Bureau, is given below :—

Industry and Labour (International Labour Office, Geneva): July—August, 1951

(a) 1st and 15th July, 1951 :—Thirty-fourth Session of the International Labour Conference.

(b) 1st August, 1951 :—(i) The 115th Session of the Governing Body ; (ii) The 116th Session of the Governing Body ; (iii) Promulgation of the Hungarian Labour Code ; and (iv) Employee Representation in the Coal, Iron and Steel Industries of the Federal Republic of Germany.

Bulletin of the International Social Security Association (I.S.S.A., International Labour Office, Geneva) June, 1951 :—(i) The Concept of Social Security in American Countries ; (ii) Towards an International Classification of Social Security Data ; and (iii) Social Security of Indigenous Workers.

The Labour Gazette (Department of Labour, Canada, Ottawa)—July, 1951 :—(i) Hours and Working Conditions in the Manufacturing Industries of Five Canadian Cities, October, 1950 ; (ii) Wages, Hours and Working Conditions in the Iron and Steel Products and Transportation Equipment Industries, October, 1950 ; and (iii) Team-work in Industry.

Ceylon Trade Journal (Department of Commerce, Ceylon) July, 1951 :—Agricultural Labour in Ceylon.

The American Federationist (American Federation of Labor) July, 1951 :—(i) Women at Work, then and now ; (ii) Little Ones still Toil (Child Labour) ; (iii) Trade Unionism in Brazil ; and (iv) What happened at Karachi ?

Labour Gazette (Deputy Commissioner of Labour (Information) Bombay) : September, 1951 :—(i) Prevention of Industrial Disease ; (ii) Progress in Labour Administration during 1946-51 in Bombay State ; (iii) Industrial Relations in Bombay State—1950 ; and (iv) Industrial Housing in Bombay State.

Mysore Labour Gazette (Department of Labour, Mysore) : July, 1951 :—(i) Outsiders in Trade Unions—Their Use and Abuse by G. Mapara ; (ii) Industrial Nutrition for Defence ; (iii) Trade Unions and Productivity ; and (iv) Central Welfare Committee.

Labour Bulletin (Labour Department, Uttar Pradesh) : March, 1951 :—(i) Historical Background of Trade Union Movement in India by Dr. Bansi Dhar (continued from the previous issue) ; (ii) A Brief Review of the Working of the Payment of Wages Act, 1936 in the Uttar Pradesh for the year, 1949 ; and (iii) Working of the Factories Act, 1948 in the U.P. during 1949.

The Worker (Hindusthan Mazdoor Sevak Sangh, Bombay) September 15, 1951 :—(i) Labour and Industrial Relations ; and (ii) Norms and Standards for Bonus Disputes.

Industrial Relations (Indian Institute of Personnel Management, Calcutta) : July-August, 1951 :—(i) Relationship of Personnel Management to General Management ; (ii) Suggestion Schemes ; and (iii) Weight Lifting.

The Economist (London) : August, 1951 :—

- (a) 4th August :—Unions at their Last.
- (b) 11th August :—The New Dispute Order.
- (c) 18th August :—(i) Mr. Gaitskell and the Unions ; and (ii) One Cost of Living for All.
- (d) 25th August :—(i) TUC in Two Parts ; and (ii) Labour in the Mills.

Capital (Calcutta) September, 1951 :—

- (a) 6th September :—A Survey of Six Months' Industrial Output—Substantial Increase in Coal and Steel ; (ii) Need for Modernisation of Mills ; and (iii) Labour Notes : “Payment by Results” Pays at Jamshedpur.
- (b) 13th September :—(i) Growing Wage Claims ; and (ii) Cost of Living Increases.
- (c) 20th September :—(i) Workmen's Compensation Complications ; and (ii) Men and Machines—the Science of Ergonomics.

Commerce (Bombay) September, 1951 :—

- (a) 1st September :—Bonus for Bombay Cotton Mill Workers.
- (b) 15th September :—(i) Labour and Defence Programme ; (ii) Government's Policy and Sugar Production in Madras, and (iii) Plantation Labour in South India.

(c) 22nd September :—(i) A personnel Policy for India; (ii) Cottage versus Large Scale Industry; and (iii) Action against Forced Labour.

Eastern Economist (New Delhi), September, 1951 :—

7th September :—(i) Legislation for Industry; (ii) Industrial Japan; (iii) United Kingdom—Can Labour Hang on?; and (iv) Battle over the Bonus.

ADDITIONS TO THE LABOUR BUREAU LIBRARY
(September 1951)

The following books were added to the Library of the Labour Bureau, during the month of September, 1951 :—

OFFICIAL

INDIA

Ministry of Labour

1. *Report of the Indian Government Delegation to the Thirty-Third Session of the International Labour Conference, Geneva, June-July, 1950.* Bulletins of the Ministry of Labour, No. 4, Manager of Publications, Delhi, 1951, pp. (ii)+74, Rs. 1-14-0 or 2s 9d.

2. *Report on an Enquiry into the Conditions of Agricultural Workers in Village Brindabanpur, West Bengal State,* Government of India, Ministry of Labour, Manager of Publications, Delhi, 1951, pp. 87, Rs. 1-6-0 or 2sh.

Ministry of Education

3. *District-wise distribution of Primary and Secondary Schools in States, 1948-49,* Ministry of Education, Bureau of Education, India, Publication No. 103, Manager of Publications, Delhi, 1951, pp. 16, Rs. 1-2-0 or 1sh. 9d.

Ministry of Commerce and Industry

Reports of the Indian Tariff Board :—

4. *On the "Oil Pressure Lamps" Industry,* Bombay, 1950, pp. (iii)+66, Rs. 1-14-0 or 2sh. 9d.

5. *On the "Hydroquinone" Industry,* Bombay, 1951, pp. 21, Re. 0-14-0 or 1sh. 3d.

6. *On the "Buttons" Industry,* Bombay, 1951, pp. (iii)+69, Rs. 2-4-9 or 3sh.

7. On the "Milk Powder" Industry, Bombay, 1951, pp. (ii)+26, Re. 1-0-0 or 1sh. 6d.

8. On the "Electric Brass Lamp Holders" Industry, Bombay, 1950, pp. 41, Rs. 1-8-0 or 2sh. 3d.

9. On the "Fair Retention Prices of Steel", produced by the Tata Iron and Steel Company and the Steel Corporation of Bengal, Bombay, 1951, pp. (iv)+(iv)+109 Rs. 3-4-0 or 5sh. 3d.

Directorate of Industrial Statistics

10. *Third Census of Manufactures, 1948,*

Vol : One, pp. iv+366 & 3, Rs. 10-12-0 or 17sh.

Vol : Two, pp. iv+(368-768)+2, Rs. 9-4-0 or 14 sh. 6d.

(Publications No. 4 to 10 are available with the Manager of Publications, Delhi).

11. *Report of the Central Board of Directors for the Year ended June 30, 1951, Reserve Bank of India, Bombay, 1951, Director of Monetary Research, pp. 34.*

12. *Review of the Sugar Industry of India for the year 1948-49, Supplement to the Agricultural Situation in India, July, 1951, pp. 50, Rs. 3-14-0 or 6sh. 3d.*

13. *Report on Public Administration, by A. D. Gorwala, Planning Commission, New Delhi, Manager of Publications, Delhi, pp. 71, Re. 0-12-0 or 1sh.*

U.S.A.

1. *Labor-Management-Contract Provisions, 1949-50, Bulletin No. 1022, pp. v+36, 25 Cents.*

2. *Union Wages and Hours : The Banking Industry, July 1, 1950, Bulletin No. 1014, pp. (v)+33, 25 Cents.*

(Publications 1-2 have been published by the United States' Department of Labor, Bureau of Labor Statistics and are available from Superintendent of Documents, U.S. Government, Printing Office, Washington, 25, D.C.).

CANADA

1. *Annual Report on Wage Rates and Hours of Labour in Canada, October, 1949, Report No. 32, Canada, Department of Labour, Economic and Research Branch, (issued as a Supplement to the Labour Gazette), Kings Printer and Controller of Stationery, Ottawa, 1951, pp. 123.*

2. *Strikes and Lockouts in Canada during 1950*, with information for certain other countries, (issued as a Supplement to the Labour Gazette, April, 1951), Canada, Department of Labour Economics and Research Branch, King's Printer and Controller of Stationery, Ottawa, 1951, pp. 62.

UNOFFICIAL

INDIA

1. *Investors Encyclopaedia 1950-51*, Fifteenth Edition, Kothari and Sons, Share, Stock and Exchange Brokers, Armenian Street, G. T. Madras, pp. xcii+1272, Rs. 20, foreign £2 5s. (Post free).

I.L.O.

1. *Minutes of the 104th Session of the Governing Body, Geneva—15-20 March, 1948*, pp. 228.

2. *Minutes of the 105th Session of the Governing Body, San Francisco—12, 14, 19 and 29 June, 1948*, pp. 141.

3. Minutes of the 106th Session of the Governing Body, San Francisco—8 July, 1948, pp. 41.

(Publications No. 1-3 have been published by the International Labour Organization, Geneva).

STATISTICS

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Employment

EMPLOYMENT IN FACTORIES

(Subject to the Factories Act)

State	Average daily number of workers employed						1950*	
	1939	1945	1946	1947	1948	1949	First half	Second half
Assam	52,003†	58,070†	53,161	56,119	59,563	61,132	47,811	63,039
Bihar	95,988	168,408	138,990	136,834	148,208	155,334	150,580	180,976
Bombay	466,040	735,774	680,896	702,465	737,460	789,463	771,338	701,203
Madhya Pra- desh	64,494	110,263	101,355	97,219	101,646	96,273	104,294	88,720
Madras	197,266	279,176	262,292	276,586	288,722	323,950	348,051	363,828
Orissa	5,371	7,427	7,443	10,592	12,329	13,359	13,678	12,302
Punjab	22,468†	44,759†	41,626†	37,486	36,625	30,342	42,612	§
Uttar Pra- desh.	159,738	276,468	257,140	240,396	242,083	233,837	238,415	234,477
West Bengal	532,830†	702,964†	663,087†	607,626	678,701	665,008	§	§
Ajmer	13,330	15,877	15,789	15,864	15,877	15,380	16,337	18,105
Coorg	14	27	53	117	74	82	206	465
Delhi	17,400	36,870	33,349	31,320	36,894	38,806	41,055	40,780
Andaman & Nicobar Is- lands	§	§	§	2,065	2,019	2,000	1,686	1,304
Total.	1,626,942	2,436,083	2,255,181	2,274,683	2,300,201	2,433,966	1,776,123*	1,765,279*

* Provisional.

† Figures relate to the undivided Province.

‡ Estimated.

§ Not available.

Source.—Annual Reports on the Working of the Factories Act and half-yearly returns furnished by the State Governments.

EMPLOYMENT IN COTTON MILL INDUSTRY

Month	Total no. of work- ers on rolls	Average daily number of workers em- ployed.			
		1st shift	2nd shift	3rd shift	Total
July 1950	770,238	417,604	242,261	41,552	701,417
August "	763,062	410,709	242,582	40,782	694,073
September "	715,278	326,590	178,393	34,315	539,298
October "	760,438	395,365	230,720	40,881	666,966
November "	759,716	413,985	243,539	42,334	699,858
December "	770,606	414,571	244,663	45,130	704,364
January 1951	770,857	413,265	245,561	46,295	705,121
February "	767,104	405,791	245,400	45,927	697,118
March "	770,714	408,454	243,408	45,573	697,435
April "	777,343	413,238	245,153	43,832	702,223
May "	769,721	415,215	246,229	45,743	707,187
June "	785,075	417,089	249,582	47,565	714,236
July "	786,480	419,327	252,255	50,162	721,744

EMPLOYMENT IN THE COTTON MILL INDUSTRY IN THE VARIOUS STATES
DURING JULY, 1951

State	Total no. of work- ers on rolls	Average daily number of workers employed			
		1st shift	2nd shift	3rd shift	Total
Bombay	429,586	236,184	145,263	18,825	400,272
Bihar	525	400	32	—	432
Madhya Pradesh	32,623	18,405	9,515	197	28,117
Madras	98,264	51,475	28,320	6,686	86,490
Orissa	3,163	970	717	594	2,281
Punjab	3,520	1,571	729	710	3,000
Uttar Pradesh	55,569	24,654	18,074	8,573	51,301
West Bengal	31,005	18,649	7,642	3,868	30,159
Hyderabad	15,310	7,237	4,637	2,422	14,296
Madhya Bharat	44,667	22,822	16,119	2,080	41,021
Mysore	20,256	11,632	5,494	566	17,692
P. E. P. S. U.†	—	—	—	—	—
Rajasthan	6,275	3,606	2,267	227	6,100
Saurashtra	11,947	6,641	4,593	20	11,254
Travancore-Cochin	6,207	2,882	1,526	882	5,290
Ajmer	6,544	4,093	1,999	464	6,558
Bhopal	2,634	907	653	625	2,185
Delhi	18,212	7,023	4,666	3,423	15,112
Kutch	174	174	—	—	174
Total	786,480	419,327	252,255	50,162	721,744

† Information not available.

Source.—Ministry of Commerce and Industry, Government of India.

NUMBER OF COTTON MILLS BY SHIFTS WORKED

Month	No. of mills which remained closed during the month	No. of mills which worked			Total no. of mills
		1 shift	2 shifts	3 shifts	
July 1950	26	32	178	126	362
August	28	27	181	126	362
September†	26	23	148	104	301
October	27	25	185	128	365
November	24	26	179	135	364
December	24	30	176	135	365
January 1951	25	27	172	141	365
February	29	27	180	130	366
March	27	26	191	124	369
April	23	32	196	123	372
May	19	32	194	129	374
June	17	28	191	138	374
July	18	22	186	148	374

† Excluding 63 mills in Bombay City on account of the general Strike.

NUMBER OF COTTON MILLS IN THE VARIOUS STATES BY SHIFTS WORKED IN JULY, 1951

State	No. of mills which remained closed during the month	No. of mills which worked			Total no. of mills
		1 shift	2 shifts	3 shifts	
Bombay	4	9	91	75	179
Bihar	1	—	1	—	2
Madhya Pradesh	—	2	8	1	11
Madras	2	5	37	32	76
Orissa	—	—	—	1	1
Punjab	—	1	—	2	3
Uttar Pradesh	4	1	7	9	21
West Bengal	2	1	6	9	18
Hyderabad	—	—	1	5	6
Madhya Bharat	1	2	11	2	16
Mysore	—	—	4	3	7
P.E.P.S.U.	—	—	1	—	1
Rajasthan	2	—	3	—	6
Saurashtra	1	—	9	1	16
Travancore-Cochin	1	—	4	3	8
Ajmer	—	—	3	2	3
Bhopal	—	—	—	1	1
Delhi	—	—	—	3	3
Kutch	—	—	—	—	1
Total	18	22	186	148	374

Wages and Earnings

WAGES PAID TO FACTORY WORKERS DRAWING LESS THAN RS. 200/- PER MONTH*

(In thousands of rupees)

State	1930	1945	1946	1947	1948	1949
Assam	5,649	10,585	10,684	13,660	17,022	18,827
Bihar	29,375	58,142	59,259	82,020	106,275	123,080
Bombay	144,367	524,903	486,655	591,839	713,024	846,271
Madhya Pradesh	†	33,353	26,279	42,714	47,010	61,061
Madras	24,622	78,147	88,823	123,430	136,153	180,039
Orissa	515	2,049	1,020	3,027	4,449	4,554
Punjab	3,829	18,640	17,857	14,454	20,282	26,703
Uttar Pradesh	25,485	124,911	110,004	133,432	174,352	198,685
West Bengal	113,424	282,735	267,307	337,875	432,025	480,577
Ajmer	1,049	2,878	3,167	3,186	3,971	3,600
Coorg.	†	6	6	15	11	15
Delhi	5,145	24,412	25,971	26,078	36,426	41,154

AVERAGE ANNUAL EARNINGS OF FACTORY WORKERS DRAWING LESS THAN RS. 200/- PER MONTH

(Perennial Industries only)¶

State	1939	1945	1946	1947	1948	1949
	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Assam	263.7	660.5	687.5	755.5	705.8	951.1
Bihar	415.5	538.7	544.0	819.8	946.2	983.9
Bombay	370.4	814.7	812.3	977.9	1141.0	1210.1
Madhya Pradesh	†	530.6	479.7	572.3	609.2	811.0
Madras	175.9	357.6	422.2	560.3	611.8	726.6
Orissa	161.8	417.2	440.1	493.6	612.6	527.0
Punjab	296.0	578.8	602.0	628.2	675.0	858.7
Uttar Pradesh	235.6	551.7	593.6	672.8	887.1	993.0
West Bengal	248.7	465.5	496.3	567.7	723.9	839.0
Ajmer	163.7	419.8	447.8	445.3	527.2	552.0
Delhi	309.4	699.9	837.2	877.7	1047.3	1028.4

* Excluding those employed in Railway workshops.

† Figures relate to undivided Assam.

‡ Not available.

§ Estimated.

¶ Revised.

¶ Excludes, besides Railway workshops, the groups Food, Drink and Tobacco and Gums and Presses whether seasonal or perennial.

Source.—Annual Reports on the Working of the Payment of Wages Act.

MINIMUM WAGES IN THE COTTON MILL INDUSTRY

Month 1	Bombay 2	Ahmedabad 3	Sholapur 4	Baroda 5
<i>MINIMUM BASIC WAGES . . .</i>	Rs. A. P. 30 0 0	Rs. A. P. 28 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0
<i>DEARNESS ALLOWANCE—</i>				
September 1950	55 13 0	73 13 6	52 4 4	66 7 4
October "	56 1 0	76 2 3	51 11 8	68 8 5
November "	55 1 0	76 2 3	49 13 4	68 8 5
December "	53 4 0	68 1 0	49 6 10	61 4 1
January 1951	52 12 0	64 9 9	52 15 2	58 2 5
February "	50 9 0	62 4 9	52 8 8	56 1 1
March "	55 9 0	63 13 6	54 2 8	57 7 4
April "	58 6 0	69 3 6	54 13 6	62 4 9
May "	59 3 0	75 0 0	54 0 6	67 8 0
June "	59 3 0	76 12 3	54 12 0	68 3 0
July "	59 11 0	78 13 6	57 1 0	70 15 4
August "	60 15 0	76 2 3	56 14 0	68 8 5
September "	57 6 0	75 12 3	58 1 0	68 3 0

Month	Indore 6	Nagpur 7	Madras 8	Kanpur 9
<i>MINIMUM BASIC WAGES . . .</i>	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 26 0 0	Rs. A. P. 30 0 0
<i>DEARNESS ALLOWANCE—</i>				
September 1950	48 6 0	40 7 10	42 9 0	55 5 0
October "	49 2 0	41 0 6	42 12 0	55 7 6
November "	49 2 0	41 7 0	43 2 0	55 12 6
December "	49 2 0	41 7 0	42 6 0	55 5 0
January 1951	45 15 0	41 4 10	42 6 0	53 14 6
February "	45 15 0	41 4 10	42 6 0	53 11 0
March "	45 15 0	41 2 8	42 9 0	54 13 6
April "	48 0 0	41 11 4	42 15 0	54 11 6
May "	48 0 0	42 8 4	43 11 6	55 2 6
June "	48 0 0	43 3 2	44 1 0	55 12 7
July "	52 2 0	43 7 6	44 7 0	58 14 6
August "	52 2 0	43 9 5	44 2 6	57 16 6
September "	52 2 0	43 11 10	44 10 0	59 8 6

Note.—In the cotton mill industry in W. B. with the basic minimum wage is Rs. 24.5 p.m. Dearness allowance is paid at a flat rate of Rs. 7.5 p.m.

Industrial Disputes

INDUSTRIAL DISPUTES IN INDIA

Year/Month	No. of disputes*		No. of workers involved directly or indirectly in disputes		Total no. of man days lost during the period
	Starting during the period	Total in progress during a part or whole of the period	Starting during the period	Total in progress during a part or whole of the period	
1939	—	406	—	400,180	4,992,705
1940	—	322	—	452,538	7,577,281
1941	—	359	—	291,054	3,330,503
1942	—	604	—	772,653	5,770,965
1943	—	716	—	525,088	2,342,287
1944	—	658	—	550,015	3,447,306
1945	—	820	—	747,530	4,054,499
1946	—	1,620	—	1,961,048	12,717,762
1947	—	1,811	—	1,840,784	16,602,666
1948	—	1,259	—	1,059,120	7,837,173
1949	—	920	—	685,457	6,600,595
1950	—	814	—	710,883	12,806,704
August 1950	60	75	236,040	240,518	2,048,078
September	„	54	71	30,333	240,445
October	„	64	78	64,601	288,349
November	„	77	84	51,302	56,736
December	„	58	68	36,393	41,061
January 1951†	102	120	81,039	91,045	324,022
February	„	45	61	40,995	44,025
March	„	66	79	37,898	47,723
April‡	„	104	120	91,332	107,265
May‡	„	95	109	40,906	47,033
June	„	118	140	82,873	90,241
July‡	„	95	130	42,920	69,984
August	„	76	103	43,581	56,256§
					261,148||

* Disputes resulting in work stoppages involving 10 or more workers.

† Monthly figures for 1951 are all provisional.

‡ Revised

§ Not known in 10 cases.

|| Not known in 11 cases.

INDUSTRIAL DISPUTES IN INDIA DURING AUGUST, 1951

TABLE I
(By States)

State	No. of disputes	No. of workers involved	No. of man-days lost during the month
Assam	9	10,626*	10,272*
Bihar	8	4,090†	31,138†
Bombay	24	12,846	50,777
Madhya Pradesh	2	1,317	6,967
Madras	19	11,731	36,929
Orissa	—	—	—
Punjab	2	329	248
Uttar Pradesh	9	5,021†	2,121†
West Bengal	27	9,442†	124,842†
Ajmer	1	354	354
Delhi	2	500*	500*
Total	103	56,256	264,148

N.B.—The statistics include disputes in Central sphere establishments.

* Not known in 1 case.

† Not known in 2 cases. ‡ Not known in 3 cases.

TABLE II
(By Industries)

Industry	No. of disputes	No. of workers involved	No. of man-days lost during the month
Textiles—			
Cotton	19	19,340	44,104
Jute	—	—	—
Others	4	223	462
Engineering	8	3,824	24,603
Minerals and Metals—			
Iron and Steel	1	300	300
Others	5	644†	14,453†
Food, Drink and Tobacco	8	4,180	83,445†
Chemicals and Dyes	3	670	4,520
Wood, Stone and Glass	1	410	9,020
Paper and Printing	1	30	780
Skins and Hides	1	32	10
Gins and Presses	—	—	—
Mines—			
Coal	6	3,948	30,986
Others	—	—	—
Transport—			
Railways	4	5,072†	5,572†
Others	1	82	82
Docks and Ports	5	2,062*	3,970*
Plantations	11	11,526*	11,622*
Municipalities	14	2,140*	6,146*
Miscellaneous	11	1,773*	24,073*
Total	103	56,256	264,148

† Not known in 1 case.

* Not known in 2 cases.

TABLE III
(By Causes and Results)

Cause	Number of disputes							Number of workers involved	Number of man-days lost
	Successful	Partially successful	Unsuccessful	Indefinite	In progress	Result Not known	Total		
Wages and allowances.	3	2	5	3	4	5	22	3,755	35,412
Bonus	—	—	3	4	—	1	8	4,085	10,898
Personnel	2	1	9	—	7	4	23	6,275	34,485
Retrenchment	—	2	1	—	3	—	6	286	2,502
Leave and hours of work.	—	—	4	2	—	1	7	8,938	8,002
Others	—	6	11	1	4	6	28	31,734	170,005
Not known	—	—	2	—	—	7	9	1,183	2,844
Total	5	11	35	10	18	24	103	—	—
No. of workers involved.	1,349	4,200	27,888	6,873	9,002	6,944	—	56,256	—
No. of man-days lost.	2,490	4,216	61,119	11,087	139,244	45,992	—	—	264,148

TABLE IV
(By Duration)

	Duration	No. of disputes
A day or less	—	42
More than a day up to 5 days	—	15
More than 5 days up to 10 days	—	9
More than 10 days up to 20 days	—	2
More than 20 days up to 30 days	—	3
More than 30 days	—	10
Not known	—	4
In progress at the end of the month	—	18
Total	—	103

TABLE V
(By Number of Workers Involved)

	Number of workers involved	No. of disputes
10 or more but less than 100	—	34
100 or more but less than 500	—	27
500 or more but less than 1,000	—	15
1,000 or more but less than 10,000	—	17
10,000 or more	—	—
Not known	—	10
Total	—	103

TABLE VI
(By Number of Man-days Lost)

	Man-days lost during the month	No. of disputes
Less than 100	—	18
100 or more but less than 1,000	—	40
1,000 or more but less than 10,000	—	29
10,000 or more but less than 50,000	—	4
50,000 or more	—	1
Not known	—	11
Total	—	103

Trade Unions

REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP

	1938-39*			1946-47		
	A	B	C	A	B	C
CENTRAL UNIONS	24	24	97,152	44	36	1,76,742
<i>STATE UNIONS</i>						
<i>Part A States</i>						
Assam . . .	3	x	x	36	25	13,618
Bihar . . .	18	10	23,992	111	47	35,585
Bombay . . .	52	40	50,997	168	126	2,67,009
Madhya Pradesh . . .	35	30	13,377	96	48	20,149
Madras . . .	87	66	49,376	368	273	1,82,169
Orissa . . .	x	-x	x	42	31	8,766
Punjab . . .	55	22	24,878	x	x	x
Uttar Pradesh . . .	35	23	11,759	199	113	90,919
West Bengal . . .	191	130	95,938	601	259	4,88,697
Total (Part A States)	476	321	2,70,317	1,621	922	11,06,832
<i>Part B States</i>						
Travancore-Cochin .	x	x	x	x	x	x
Hyderabad . . .	x	x	x	x	x	x
Madhya Bharat . . .	x	x	x	x	x	x
Mysore† . . .	x	x	x	x	x	x
Saurashtra . . .	x	x	x	x	x	x
Rajasthan . . .	x	x	x	x	x	x
Total (Part B States)	x	x	x	x	x	x
<i>Part C States</i>						
Ajmer . . .	2	2	302	8	8	5,184
Bhopal . . .	x	x	x	x	x	x
Coorg . . .	x	x	x	x	x	x
Delhi . . .	23	22	21,492	52	32	43,394
Total (Part C States)	25	24	21,794	60	40	48,274
GRAND TOTAL .	525	369	3,89,263	1,725	994	13,31,762

Note.—There are no registered trade unions in Jammu & Kashmir, Vidhaya Pradesh, Pepsu, Bilaspur, Cooch-Beluc, Bimberi, Kathiawar, Manipur and Tripura.

A—Number of unions on register. B—No. of unions submitting returns. C—Membership of unions submitting returns.

* For this year, figures included under central and state unions for Assam, Bihar, Bengal and (West) Bengal relate to those states as they were partitioned.

REGISTERED TRADE UNIONS AND THEIR MEMBERSHIP—contd.

1947-48			1948-49			1949-50†		
A	B	C	A	B	C	A	B	C
109	67	3,14,181	105	88	4,74,353	64	41	1,53,936
80	43	46,706	71	43	1,07,725	67	39	1,18,188
238	104	1,23,137	315	141	1,48,234	392	197	1,83,060
306	246	3,16,622	410	295	4,21,128	543	360	4,17,642
94	55	40,198	89	60	33,690	108	74	48,436
512	340	2,42,628	597	296	1,50,180	546	181	1,16,085
54	25	5,634	72	27	13,407	80	31	23,286
78	78	7608	8	8	2,866	41	36	14,400
282	209	1,27,682	359	292	1,38,403	373	334	2,18,067
926	483	4,18,906	1,049	534	4,38,883	1,155	545	4,89,158
2,490	1,512	13,22,273	2,969	1,696	14,54,416	3,305	1,797	16,28,322
—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	56	56	32,548
—	—	—	—	—	—	—	40	36,975
—	—	—	—	—	—	22	15	18,821
—	—	—	—	—	—	34	33	33,706
—	—	—	—	—	—	28	28	11,408
—	—	—	—	—	—	—	—	—
—	—	—	—	—	—	140	172	1,33,458
—	—	—	—	—	—	—	—	—
11	11	6,031	16	15	5,532	16	15	5,684
—	—	—	—	—	—	5	3	797
—	—	—	1	1	320	3	3	497
47	32	20,444	59	48	25,486	71	60	31,412
58	43	26,475	76	64	31,338	95	81	38,390
2,666	1,622	16,62,929	3,150	1,848	19,60,107	3,604	2,091	19,54,106

† Provisional.

‡ Not available.

‡ Figures relate to the calander year ending 31-12-1949.

§ Information incomplete.

Cost of Living
WORKING CLASS COST OF LIVING AND FOOD INDEX NUMBERS IN INDIA
(Base Shifted to August, 1939=100)

State	BOMBAY				Uttar Pradesh	Madhya Pradesh	Madras
	Bombay	Ahmed-abad	Sholapur	Jalgaon			
Town							
Original base (-100)	July, 1933 to June, 1934	August, 1926 to July, 1927	February, 1927 to January, 1928	August, 1939	August, 1939	August, 1939	July, 1935 to June, 1936

Cost of Living

1939 (Aug.—Dec.)	103	107	105	—	105	104	106
1940 . . .	107	108	104	109	111	110	109
1941 . . .	118	119	115	123	123	119	114
1942 . . .	150	156	155	180	181	165	136
1943 . . .	219	282	252	284	306	299	180
1944 . . .	226	290	276	295	314	267	207
1945 . . .	224	272	275	291	308	259	228
1946 . . .	246	286	290	326	328	285	240
1947 . . .	265	300	340	369	378	320	277
1948 . . .	288	333	400	440	471	372	315
1949 . . .	292	339	410	425	478	377	330
1950 . . .	298	351	398	424	434	372	332
August . . .	307	371	396	446	444	377	334
September . . .	308	371	401	417	445	378	335
October . . .	304	342	399	421	447	378	337
November . . .	297	330	388	428	444	376	333
December . . .	295	322	385	415	435	376	333
1951 January . . .	303	327	405	426	440	376	333
February . . .	306	347	403	439	441	388	334
March . . .	316	367	412	438	439	390	336
April . . .	319	370	416	455	440	391	340
May . . .	319	381	430	471	443	394	342
June . . .	321	371	429	487	447	394	344
July . . .	317	370	436	494	454	394	344
August . . .	312	358	441	491	459	392	345

Food

1939 (Aug.—Dec.)	105	109	109	—	106	103	100
1940 . . .	112	111	106	111	112	106	114
1941 . . .	125	120	118	123	122	117	117
1942 . . .	161	169	157	186	181	163	151
1943 . . .	225	325	288	302	319	299	218
1944 . . .	235	326	297	303	331	263	257
1945 . . .	242	303	291	299	326	251	274
1946 . . .	283	337	319	350	364	282	293
1947 . . .	307	360	387	417	424	320	324
1948 . . .	311	374	421	490	514	379	360
1949 . . .	327	392	429	462	538	384	382
1950 . . .	340	420	434	459	471	382	380
August . . .	355	455	434	499	481	389	384
September . . .	356	454	446	453	486	390	385
October . . .	350	405	440	457	491	390	388
November . . .	337	382	422	461	489	387	381
December . . .	333	360	415	438	475	386	378
1951 January . . .	342	375	451	449	483	386	377
February . . .	347	409	444	468	489	399	380
March . . .	365	445	428	458	487	400	384
April . . .	360	428	426	482	489	399	384
May . . .	360	446	437	508	492	399	386
June . . .	363	431	450	534	495	400	386
July . . .	359	429	456	546	501	399	385
August . . .	350	411	457	543	506	395	387

Source:—State Governments.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN INDIA—contd.

Months	COCHIN (Base: August, 1939=100)				MYSORE (Base : July, 1935 to June, 1936=100)				Hyderabad (Base August, 1943 to July, 1944=100)			
	Ernakulam		Trichur		Bangalore		Mysore		Kolar Gold Fields		Hyderabad City	
	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52	1950- 51	1951- 52
April . .	366	382	359	372	307	344	300	349	318	365	159	165
May . .	368	384	360	376	311	345	308	349	319	365	158	165
June . .	368	388	360	378	311	345	311	349	325	369	161	171
July . .	370	369	362	377	319	347	315	351	334	369	164	174
August . .	374	389	364	378	328	346	318	343	347	371	162	
September . .	375		366		329		321		350		163	
October . .	376		367		333		323		353		162	
November . .	375		366		330		315		342		163	
December . .	380		371		326		327		344		163	
January . .	377		369		328		322		345		164	
February . .	377		367		336		327		351		165	
March . .	376		366		341		336		363		166	

Source:—State Governments.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS FOR AUGUST, 1951

The working class cost of living index numbers for 15 selected centres are set out in the following tables. These measure overall changes, as compared to the year 1944, in the retail prices of goods and services that entered into working class expenditure as revealed by the family budget enquiries in these centres during the years 1943-47. During the month under review the index number advanced markedly at two centres, viz., at Tinsukia by 28 points and at Monghyr and Jamalpur by 12 points, although it may be noted that the figures are only provisional. The increase in the index number in the case of three other centres, viz., Cuttack, Berhampur and Gauhati was considerable. There was a noticeable reduction in the index number for Ludhiana and Jubbulpore. In the remaining centres there were only minor fluctuations. An interim series of cost of living index numbers for Mercara was published in the September 1951 issue of the Indian Labour Gazette. This series is also published in the following table along with the others. In explanation, it may be stated that the series for Mercara

is called interim as fresh family budget surveys in Coorg are under way and till the results of these surveys are available, the interim series based on 1947 survey will continue to be published. Short notes on the index numbers at these centres during the month of August, 1951 are given below.

Delhi

The index number maintained its rising trend noticed since the beginning of the year and advanced by 1 point to 146 during the month under review. The group index number for fuel and lighting showed a sharp increase from 154 to 170 mainly due to a rise in the price of firewood. In the food group, there was a fall in the prices of potatoes and milk and a rise in the price of ghee.

Ajmer

The index number kept to the level recorded since the beginning of the year and receded only by 1 point to 181 reflecting the net result of a fall in the prices of rice, barley, match box, pyjama cloth and toilet soap and of a rise in the prices of wheat and firewood.

Dehri-on-Sone

The index number remained stationary at 198. There was only a slight fall in the price of mustard oil in the fuel and lighting group.

Cuttack

The index number has been showing sharp increases since April, 1951 and this month advanced by 6 points to 201. This was mainly due to a rise in the index number for the 'food' group which went up from 211 to 223 on account of a rise in the price of rice. The index number for 'miscellaneous' group, however, declined from 167 to 160 mainly due to a fall in the price of pan.

Berhampur

The index number advanced by 4 points to 199 due to a rise in the prices of rice in the food group and *dhoti* and shirting in the clothing group.

Gauhati

A rise of 3 points brought the index number to 143 which is the highest figure recorded during the year. Higher quotations for rice and milk caused the index number for 'food' group to move up from 147 to 154. There was a fall in the prices of long cloth and shirting in the clothing group and *bidis* in the miscellaneous group which accounted for the decline of the group index numbers.

Silchar

The index number further receded by 1 point to 167 reflecting the net result of a fall in the prices of rice and *dhoti* and of a rise in the prices of fish, *saree* and long cloth.

Ludhiana

The index number declined by 4 points to 167 and thus came down to the level prevalent since the beginning of the year. This was solely due to an appreciable fall in the prices of milk and curd which caused the food index to go down by about 6 points.

Akola

The index number retained its steady level recorded during the year and rose only by a fraction to 162. Important price fluctuations consisted of a rise in the prices of mutton and *bidis* and a fall in the prices of *falli* oil, firewood and *pan*.

Jubbulpore

The index number went down by 2 points to 171 and thus came nearer to the level prevailing during the year. The decline was mainly due to a fall in the prices of *Saree*, long cloth and *pan*.

Mercara

The index number remained stationary at 126. There was, however, a slight fall in the prices of *dhoti* and shirting in the clothing group.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

	Delhi	Ajmer	Jamshedpur	Jharia	Dehri-on-Sone	Monghyr and Jamalpur	Cuttack
1945	103	110	100	97	99	105	102
1946	107	118	103	122	131	132	106
1947	122	152	123	139	158	153	117
1948	132	162	136	153	171	166	134
1949	132	161	138	159	170	171	147
1950	132	168	145	182	185	193*	163
August	136	168	159	209	192	202	168
September	134	168	162	207	196	206*	168
October	134	172	157	215	216	211*	165
November	133	167	156	187	218	195	166
December	129	165	157	177			
1951—							
January	134	171	158	176	198	192*	164
February	138	176	157	176	195	194*	165
March	138	174	157	185	198	200*	166
April	139	173	159	187	199	195*	167
May	140	176	158	190	199	194*	167
June	144	178	158	190	199	197*	168
July	145	182	155	185	198	197*	169
August	146	181	—	—	198	202*	171

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

	Ber-ham-pur	Gau-hati	Sil-char	Tin-sukia	Ludhi-ana	Akola	Jub-bul-pore	Kharag-pur	Merca-ra†
1945	101	90	92	94	105	98	95	97	—
1946	111	86	96	83	119	107	101	100	—
1947	126	97	110	93	142	139	123	111	—
1948	145	117	132	109	168	156	146	132	—
1949	154	128	138	110	164	168	151	137	111
1950	162	126	146	114	165	162	153	137	116
August	171	128	157	113	169	167	154	141	119
September	174	128	162	112	168	166	151	138	119
October	175	131	160	111	168	168	155	141	119
November	178	128	156	111	167	174	158	137	115
December	186	127	145	111	170	167	168	136	115
1951—									
January	189	127	141	109	169	162	171	133	115
February	188	129	140	109	165	164	169	133	115
March	188	139	147	121	168	164	166	135	117
April	192	140	152	121	166	163	166	134	118
May	192	141	158	169*	165	163	166	135	117
June	194	138	171	186*	168	165	169	136	119
July	195	140	168	199*	171	161	173	138	120
August	199	143	167	227*	167	162	171	—	120

† Interim series for plantation workers on base July to December 1948 = 100.

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

DELHI (a)

Weights	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscell. laneous	All Items
	61.0	8.8	6.4	10.8	13.0	100.0
1945	103	104	100	99	110	103
1946	108	107	100	100	118	107
1947	124	114	100	111	135	122
1948	125	172	100	138	151	132
1949	126	181	100	125	148	132
1950	126	168	100	138	146	132
1950						
August	132	173	100	138	146	136
September	130	162	100	136	146	134
October	131	161	100	137	146	134
November	130	157	100	138	146	133
December	124	150	100	140	147	129
1951						
January	131	150	100	137	147	134
February	136	150	100	147	151	138
March	137	150	100	140	151	139
April	138	150	100	142	153	140
May	138	150	100	151	155	140
June	142	151	100	159	156	144
July	144	154	100	159	156	145
August	143	170	100	159	156	146

(a) For details of scope and method of construction of the index numbers please see pages 499—500 of the Indian Labour Gazette (January, 1948).

ESTIMATE OF THE DELHI WORKING CLASS COST OF LIVING INDEX ON THE
PRE-WAR BASE : AUGUST, 1939=100

The Labour Bureau Index Numbers published above are based on the average prices of important items of consumption by working class families during the year 1944, the 'weights' used being those determined from the average expenditure on these items as revealed by the family budget enquiry conducted under the Government of India's Cost of Living Index Scheme during the period October, 1943 to October, 1944.

The Chief Commissioner, Delhi has obtained the prices of the items during the month of August, 1939 and has worked out the index with August, 1939 as base using the Labour Bureau 'weights' adjusted to August, 1939 prices. This index worked out to an average figure of 260.8 during 1944. Linking this figure with the Labour Bureau series, the cost of living index number during the month of August, 1951 on the pre-war base, *viz.*, August 1939, may be estimated to be 380.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.
(Base : 1944=100)
AJMER (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscel-laneous	All Items
						100.0
Weights	63.7	8.2	3.0	8.2	16.9	
1945	105	110	100	122	122	110
1946	111	110	100	155	135	118
1947	147	151	100	178	171	152
1948	155	166	100	201	176	162
1949	159	165	100	183	164	161
1950	172	143	100	198	161	168
1950						
August	173	136	100	201	162	168
September	173	136	100	200	162	168
October	179	136	100	203	161	172
November	169	143	100	209	161	167
December	165	146	100	219	161	165
1951						
January	173	155	100	219	161	171
February	180	157	100	219	161	176
March	176	154	100	221	166	174
April	175	154	100	223	166	173
May	179	154	100	222	166	176
June	182	154	100	222	166	178
July	180	160	100	232	191*	182*
August	173	165	100	231	190	181

(a) For details of scope and method of construction of the index numbers please see pages 53-57 of the "Report on an enquiry into family budgets of industrial workers in Ajmer" by S. R. Deshpande.

JAMSHEDPUR (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscel-laneous	All Items
						100.0
Weights	65.8	5.4	4.7	10.2	13.9	
1945	102	100	100	78	106	100
1946	106	105	100	76	109	103
1947	130	120	100	83	129	123
1948	138	154	100	132	133	136
1949	139	166	100	118	149	138
1950	145	171	100	132	160	145
1950						
July	139	172	100	135	158	141
August	163	186	100	131	168	159
September	166	191	100	134	172	162
October	159	191	100	138	171	157
November	156	191	100	146	169	156
December	156	192	100	152	172	157
1951						
January	157	192	100	153	172	158
February	158	190	100	142	171	157
March	159	190	100	141	168	157
April	162	190	100	141	167	159
May	161	190	100	141	165	158
June	160	190	100	141	168	158
July	157	192	100	132	168	155

(b) For details of scope and method of construction of the index numbers please see pages 72-75 of the "Report on an enquiry into family budgets of industrial workers in Jamshedpur" by S. R. Deshpande.

* From this month item 'education' has been omitted.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.
 (Base : 1944=100)
 JHARIA (a)

	Food	Fuel and Lighting	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	77.7	0.5	6.7	15.1	100.0
1945	98	94	81	102	97
1946	128	96	76	108	123
1947	145	104	78	138	139
1948	151	145	123	177	153
1949	159	128	108	183	159
1950	189	115	114	180	182
1950					
July	197	116	118	178	188
August	223	116	118	178	209
September	221	116	118	178	207
October	232	116	118	179	215
November	195	113	106	182	187
December	182	113	106	182	177
1951					
January	181	113	107	182	176
February	182	113	106	183	176
March	191	113	125	184	185
April	193	113	125	183	187
May	196	119	125	193	199
June	194	113	131	193	199
July	189	113	131	192	186

(a) For details of scope and method of construction of the index numbers please see pages 55-59 of the "Report on an enquiry into family budgets of industrial workers in Jharia" by S. R. Deshpande.

DEHRI-ON-SONE (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.6	4.6	2.0	13.5	10.3	100.0
1945	97	109	100	94	118	99
1946	140	120	100	96	129	131
1947	173	129	100	108	150	158
1948	180	126	100	148	171	171
1949	180	147	100	131	183	170
1950	200	164	100	137	177	185
1950						
August	207	166	100	142	182	198
September	213	165	100	141	182	196
October	243	165	100	139	182	216
November	248	164	100	130	182	218
December	212	164	100	141	182	197
1951						
January	216	164	100	148	182	198
February	211	164	100	148	182	195
March	215	164	100	148	182	198
April	216	162	100	147	180	199
May	215	164	100	147	180	199
June	212	163	100	152	194*	193*
July	212	161	100	152	197	198
August						

(b) For details of scope and method of construction of the index numbers please see page 55-59 of the "Report on an enquiry into family budgets of industrial workers in Dehri-on-Sone" by S. R. Deshpande.

* From this month item 'education' has been omitted.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.

(Base : 1944=100)

MONGHYR AND JAMALPUR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	69.8	5.6	1.7	10.7	12.2	100.0
1945	107	103	100	90	106	105
1946	143	106	100	106	109	132
1947	170	114	100	100	124	153
1948	178	148	100	147	135	168
1949	189	131	100	129	131	171
1950*	216	126	100	156	143	193
1950						
August	224	127	100	168	146	201
September	226	128	100	164	149	202
October*	234	118	100	157	142	206
November*	242	115	100	161	141	211
December*	218	114	100	165	135	194
1951						
January*	215	116	100	165	135	192
February*	218	116	100	161	137	194
March*	220	116	100	184	150	200
April*	220	119	100	147	147	195
May*	221	113	100	154	146	197
June*	216	109	100	168	145	194
July*	207	123	100	170	142	190
August*	225	120	100	175	142	202

(a) For details of scope and method of construction of the index numbers please see pages 48-51 of the "Report on an enquiry into family budgets of industrial workers in Monghyr and Jamalpur" by S.R. Deshpande.

* Provisional

CUTTACK (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	67.1	8.9	3.0	8.1	12.0	100.0
1945	98	114	100	105	112	102
1946	105	100	100	104	112	106
1947	120	110	100	110	114	117
1948	137	124	100	127	136	131
1949	163	140	100	130	143	147
1950	171	141	100	138	167	163
1950						
August	171	141	100	136	173	164
September	176	141	100	141	173	168
October	177	141	100	142	173	168
November	178	141	100	142	173	168
December	175	141	100	142	172	166
1951						
January	173	141	100	144	164	164
February	173	141	100	148	168	165
March	173	141	100	148	168	165
April	173	141	100	148	168	166
May	182	141	100	148	169	172
June	207	142	100	165	170	196
July	211	142	100	163	167	195
August	223	142	100	194	169	201

(b) For details of scope and method of construction of the index numbers please see page 729 of the Indian Labour Gazette, April, 1948.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.
 (Base : 1944=100)
 BERHAMPUR (a)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	62.4	7.5	3.3	11.0	15.8	100.0
1945	98	105	100	121	95	101
1946	107	135	100	123	110	111
1947	123	162	100	139	115	126
1948	151	162	100	135	130	145
1949	166	155	100	128	140	154
1950	174	158	100	132	150	162
1950	189	152	100	140	149	171
August	191	167	100	140	150	174
September	190	177	100	144	154	175
October	193	178	100	146	157	178
November	201	209	100	150	157	186
December	205	209	100	152	157	189
1951	202	209	100	152	162	188
January	202	209	100	157	165	188
February	206	209	100	162	164	192
March	208	209	100	172	151	192
April	209	219	100	177	151	194
May	210	219	100	178	154	195
June	216	218	100	182	155	199

(a) For details of scope and method of construction of the index numbers please see page 47 of the Indian Labour Gazette, July, 1948.

GAUHATI (b)

	Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights	63.4	8.6	4.5	5.1	18.4	100.0
1945	89	70	100	98	99	90
1946	85	65	100	96	94	86
1947	100	65	100	95	105	97
1948	124	67	100	143	114	117
1949	129	67	100	215	140	129
1950	128	64	100	162	145	126
1950	130	66	100	162	148	128
August	129	60	100	178	149	128
September	130	55	100	241	149	131
October	127	55	100	208	149	128
November	127	55	100	212	147	127
December	127	55	100	212	147	127
1951	125	61	100	211	146	127
January	128	68	100	214	145	129
February	144	69	100	211	147	139
March	145	69	100	200	140	140
April	146	68	100	203	148	141
May	145	65	100	199	147	138
June	147	55	100	197	148	140
July	154	55	100	192	143	143

(b) For details of scope and method of construction of the index numbers please see page 659 of the Indian Labour Gazette, March, 1948.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—*contd.*
(Base : 1944=100)

SILCHAR (a)

		Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights		71.7	7.1	4.4	6.7	10.1	100.0
1945	.	89	95	100	88	109	92
1946	.	94	139	100	78	88	96
1947	.	111	156	100	94	92	110
1948	.	130	161	100	179	110	132
1949	.	141	159	100	135	117	138
1950	.	152	162	100	150	108	146
1950							
August	.	166	165	100	159	110	157
September	.	173	165	100	158	110	162
October	.	171	165	100	155	111	160
November	.	164	165	100	160	113	156
December	.	148	165	100	160	115	145
1951							
January	.	143	165	100	158	115	141
February	.	141	165	100	158	116	140
March	.	151	165	100	156	122	147
April	.	158	165	100	161	123	152
May	.	164	165	100	170	121	158
June	.	163	165	100	162	128	171
July	.	178	165	100	162	128	168
August	.	177	165	100	164	128	167

(a) For details of scope and method of construction of the index numbers please see page 351 of the Indian Labour Gazette, November, 1948.

TINSUKIA (b)

		Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscel- laneous	All Items
Weights		68.7	7.3	3.2	8.5	12.3	100.0
1945	.	94	81	100	100	100	94
1946	.	86	53	100	73	83	83
1947	.	98	65	100	94	84	93
1948	.	114	58	100	125	100	109
1949	.	113	58	100	133	111	110
1950	.	116	61	100	156	105	114
1950							
August	.	118	61	100	144	102	113
September	.	116	61	100	144	102	112
October	.	114	61	100	144	103	111
November	.	114	61	100	144	103	111
December	.	114	61	100	144	102	111
1951							
January	.	112	63	100	144	102	109
February	.	111	63	100	144	102	109
March	.	126	63	100	144	118	121
April	.	127	62	100	143	112	121
May*	.	185	62	100	235	115	169
June*	.	211	62	100	231	110	186
July*	.	231	62	100	226	110	186
August*	.	271	62	100	232	111	193

(b) For details of scope and method of construction of the index numbers please see page 429 of the Indian Labour Gazette, December, 1948.

* Provisional.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—contd.
(Base : 1944=100)

LUDHIANA (a)

		Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights		61.2	9.2	3.7	10.8	15.1	100.0
1945	.	106	105	100	98	106	105
1946	.	125	112	100	93	122	119
1947	.	149	156	100	110	135	142
1948	.	183	160	100	135	157	168
1949	.	177	157	100	102	176	164
1950	.	175	153	100	111	185	165
1950							
August	.	181	149	100	108	195	169
September	.	179	150	100	108	199	168
October	.	177	152	100	117	197	168
November	.	176	152	100	114	195	167
December	.	179	152	100	120	196	170
1951							
January	.	179	153	100	119	191	169
February	.	176	142	100	117	187	165
March	.	181	140	100	119	183	168
April	.	174	142	100	132	180	166
May	.	172	141	100	152	178	165
June	.	176	142	100	159	177	168
July	.	180	142	100	160	176	171
August	.	174	142	100	160	176	167

(a) For details of scope and method of construction of the index numbers please see pages 45-48 of the "Report on an enquiry into family budgets of industrial workers in Ludhiana" by S. R. Deshpande.

AKOLA (b)

		Food	Fuel and Lighting	House Rent	Clothing, Bedding and Footwear	Miscellaneous	All Items
Weights		58.6	7.3	2.1	13.4	18.6	100.0
1945	.	99	88	100	91	101	98
1946	.	116	86	100	90	101	107
1947	.	164	91	100	96	115	139
1948	.	175	204	100	100	123	156
1949	.	193	196	100	105	132	168
1950	.	190	159	100	105	122	162
1950							
August	.	198	150	100	105	125	167
September	.	197	150	100	105	127	166
October	.	200	150	100	105	125	168
November	.	211	150	100	105	125	174
December	.	199	150	100	105	126	167
1951							
January	.	186	150	100	105	138	162
February	.	187	160	100	105	145	164
March	.	186	160	100	104	145	164
April	.	183	160	100	108	146	163
May	.	183	160	100	108	146	163
June	.	187	164	100	108	143	165
July	.	185	162	100	111	131	161
August	.	185	160	100	111	131	162

(b) For details of scope and method of construction of the index numbers please see pages 46-49 of the "Report on an enquiry into family budgets of industrial workers in Akola" by S. R. Deshpande.

LABOUR BUREAU WORKING CLASS COST OF LIVING INDEX NUMBERS—concl.

(Base : 1944=100)

JUBBULPORE (a)

	Food	Fuel and Lighting	Houso Rent	Clothing, Bedding and Footwear	Miscel-laneous	All Items
Weights	58.2	7.2	2.7	12.6	19.3	100.0
1945	90	93	100	85	114	95
1946	98	97	100	79	126	101
1947	121	110	100	88	159	123
1948	149	127	100	121	170	146
1949	152	143	100	123	176	151
1950	152	148	100	114	190	153
1950						
August	157	157	100	107	180	154
September	153	153	100	107	179	151
October	156	150	100	113	190	155
November	162	143	100	113	188	158
December	179	143	100	115	189	168
1951						
January	186	136	100	116	187	171
February	183	128	100	123	185	169
March	175	125	100	125	193	166
April	176	125	100	127	193	166
May	174	125	100	128	193	166
June	177	127	100	130	195	169
July	179	142	100	131	203	173
August	150	142	100	126	194	171

(a) For details of scope and method of construction of the index numbers please see pages 56-59 of the "Report on an enquiry into family budgets of industrial workers in Jubbulpore" by S. R. Deshpande.

KHARAGPUR (b)

	Food	Fuel and lighting	Houso Rent	Clothing, Bedding and Footwear	Miscel-laneous	All Items
Weights	69.2	5.9	3.4	10.6	10.0	100.0
1945	97	110	100	83	109	97
1946	102	97	100	76	113	100
1947	116	106	100	80	119	111
1948	135	116	100	126	129	132
1949	142	114	100	125	142	137
1950	142	109	100	130	144	137
1950						
July	146	110	100	130	141	140
August	146	111	100	135	141	141
September	142	110	100	130	141	138
October	144	109	100	146	141	141
November	141	109	100	141	138	137
December	138	109	100	147	136	136
1951						
January	133	109	100	147	137	133
February	133	108	100	146	139	133
March	135	113	100	150	141	135
April	134	113	100	150	140	134
May	136	117	100	150	140	135
June	138	120	100	138	145	136
July	140	121	100	138	145	138

(b) For details of scope and method of construction of the index numbers please see pages 45-48 of the "Report on an enquiry into family budgets of industrial workers in Kharagpur" by S. R. Deshpande.

LABOUR BUREAU INTERIM SERIES OF COST OF LIVING INDEX NUMBERS
FOR MERCARA (COORG) FOR PLANTATION WORKERS
(Base : July-December, 1948=100)

	Food	Fuel and Lighting	Clothing etc.	Miscella- nous	All Items
Weights	67.0	1.7	10.9	20.4	100.0
1949	112	100	99	115	111
1950	118	99	101	120	116
August	121	99	103	122	119
September	121	99	106	123	119
October	119	99	113	123	119
November	113	99	109	123	115
December	114	99	109	123	115
1951—					
January	113	99	112	124	115
February	111	99	116	129	115
March	113	102	120	131	117
April	113	102	124	132	118
May	113	102	125	128	117
June	115	102	133	126	119
July	114	102	145	126	120
August	114	102	144	125	120

COST OF LIVING INDEX NUMBERS FOR LOW-PAID EMPLOYEES AT DIFFERENT
MUFASSAL CENTRES IN MADRAS

(Base : July, 1935 to June, 1936=100)

Month and year	Visa- kha- patnam	Eluru	Bellary	Cudd- alore	Tiru- chira- palli	Madhu- rai	Coimba- tore	Kozhi- kode
1948	338	367	370	372	351	331	337	391
1949	360	396	378	364	365	360	385	403
1950	354	404	383	371	372	348	388	428
August	365	406	371	368	375	350	386	438
September	363	419	372	378	378	354	396	439
October	366	416	369	392	376	354	392	427
November	361	415	380	384	376	355	381	417
December	358	410	371	383	374	318	389	411
1951 January	358	407	375	384	371	314	389	419
February	356	413	375	382	367	349	389	427
March	354	416	377	382	370	354	392	450
April	356	425	378	385	369	357	388	459
May	364	435	389	384	366	366	402	464
June	376	437	393	381	367	366	421	464
July	379	443	393	384	365	369	424	463
August	378	450	400	384	369	377	424	463

Source.—Public (Economics and Statistics) Department, Government of Madras.

WORKING CLASS COST OF LIVING INDEX NUMBERS IN RANGOON

The table below shows the percentage variations in the estimated cost on an austerity basis, of one month's supply of foodstuffs and commodities for the principal groups of Indian workpeople, *viz.*, Tamils, Telugus and Uriyas on a singleman basis.

(Base : Year 1941=100)

Month and Year	Food	Fuel and Lighting	Clothing	Miscellaneous	House Rent	All Items combined
1	2	3	4	5	6	7
1950						
August	390	201	475	454	266	368
September	379	204	440	454	266	359
October	352	197	440	454	266	341
November	344	192	443	454	266	335
December	344	182	423	454	266	333
1951						
January	354	190	418	454	266	340
February	347	214	418	454	266	337
March	322	198	426	459	266	321
April	329	191	437	476	266	327
May	337	201	443	476	266	333
June	368	189	453	476	266	353
July	391	172	461	476	266	367
August	400	172	456	476	266	373

Source.—Weekly notes by the Director of Labour, Burma.

COST OF LIVING INDEX NUMBERS IN FOREIGN COUNTRIES
(Base : 1937=100)

Country	U. K.	U.S.A.	Canada	Australia	Turkey	Ceylon
Town					Istanbul	Colombo(c)
1938	101	98	101	103	100	—
1939	103	97	100	105	101	108*
1940	119	98	104	110	112	112
1941	129	102	110	115	138	122
1942	130	113	116	125	232	164
1943	129	120	117	129	346	195
1944	130	122	117	129	338	200
1945	132	125	118	129	353	221
1946	132	136	122	131	341	229
1947	102(a)(b)	155	134	136	343	252
1948	108	167	153	148	345	260
1949	111	165	159	162	378	258
1950	114	167	165	179	360	272
August	113	168	167	180†	343	274
September	114	169	168		341	283
October	115	170	169		346	279
November	116	171	169	188	348	277
December	116	174	169		351	273
1951 January	117	177	170		354	281
February	118	179	173	196	358	284
March	119	180	178		356	284
April	121	180	180		351	283
May	124	181	180	210	—	283
June	125	180	182		—	284
July	126	181	185	—	—	281
August	127	181	187	—	—	279

(a) New Series from July, 1947 ; Base : 17th June, 1947 = 100. (b) July to December.

(c) Base : November, 1938 to April, 1939 = 100.

† Relates to the quarter ending September, 1950.

* August—December.

Source.—International Labour Office.

Retail and Wholesale Prices

MOVEMENT OF RETAIL PRICES IN SELECTED URBAN AND RURAL CENTRES DURING THE MONTH OF AUGUST, 1951

Unweighted retail price index numbers for 18 urban and 12 rural centres are given in the following tables. These measure the fluctuations in the retail prices of certain groups of items of consumption as compared to their average prices during 1944.

Urban Centres

The index numbers for 'all articles of food' receded at 6 centres, went up at 2 centres and showed minor fluctuations at the remaining centres during the month under review. Kankinara recorded a decline of 10 points and Budge Budge showed a rise of 6 points. The item 'sugar patty' was reported to be not available at Kankinara since January, 1951. This item has, therefore, been excluded from the retail price index as from this month and the indices for "other articles of food" and "all articles of food" have been calculated on the basis of price relatives for the remaining items included in the groups. The exclusion of this item is mainly responsible for the substantial fall in the index numbers for the two groups at Kankinara.

An analysis by the various consumption groups is given below :

Cereals.—The index numbers for this sub-group receded at 3 centres, advanced at 4 centres and remained stationary at the remaining centres. At Raniganj, the index declined by 8 points due to lower quotations for *atta* and *chattoo*.

Pulses.—The index number for this sub-group declined in a majority of the centres. The item 'moong dal (vaja)' was reported to be not available at Budge-Budge since January, 1951. This item has, therefore, been excluded from the index as from this month and the index number for the sub-group 'pulses' has been calculated on the basis of price relatives for the remaining items included in this sub-group. The exclusion of this item is responsible for the fall of 8 points recorded in the index for Budge-Budge. At Gouripore and Surat, the fall in the index was of the order of 8 and 7 points respectively.

Other articles of food.—The index number for this sub-group receded at 8 centres, advanced slightly at 3 centres and showed minor fluctuations at 7 centres. The highest fall of 18 points in the index recorded at Kankinara was mainly due to the exclusion of sugar (patty) from the index, as already explained. Surat showed a fall of 5 points, while Howrah and Budge-Budge recorded a rise of 8 and 5 points respectively.

Fuel and Lighting.—The index number receded at 3 centres, went up at 4 centres and showed minor fluctuations at the remaining centres. The decline at Agra was by 7 points and at Bareilly by 4 points.

Miscellaneous.—The index number for this group receded at 7 centres, advanced at 4 centres and showed minor fluctuations at 2 centres. It remained stationary at 5 centres. At Banaras and Patna, the index number receded by 10 and 13 points respectively. The slight rise of 5 points in the index noticed at Raniganj was due to the exclusion of washing soap (Beghmar No. II and III) from the index for reasons similar to those mentioned in the case of Kankinara and Budge-Budge.

Rural Centres

The index numbers for 'all articles of food' declined at 3 centres, went up at 3 centres and showed minor fluctuations at the remaining centres. At Maibang and Sonaili, the index number for 'Cereals' recorded a sharp fall due to a decrease in the price of rice. At Salamatpur, however, the index for this sub-group went up due to higher quotations for *jowar* and wheat. In the sub-group 'pulses', a noteworthy fall of 22 points in the index was shown by Krishna due to a general decrease in the prices of pulses. At Salamatpur the index number for this sub-group registered a rise of 13 points due to an increase in the price of *channa dal*. The fluctuations in the index numbers for 'other articles of food' ranged from a fall of 12 points at Krishna to a rise of 5 points at Malur. The index number for 'fuel and lighting' group remained stationary at all the centres except Krishna where the index declined by 17 points due to a fall in the price of groundnut oil. The index number for 'clothing' group recorded a rise of 19 points at Malur due to an increase in the price of *dhoti*, turban cloth and shirting and a fall of 10 points at Krishna due to lower quotations for *saree* and cloth for blouse. In the miscellaneous group, a noteworthy rise in the price of *pan* was noticed at Sonaili.

RETAIL PRICE INDEX NUMBERS BY GROUPS

(Base :

Name of Centre and State	Cereals			Pulses			Other Articles of Food		
	August, '50	July, '51	August, '51	August, '50	July, '51	August, '51	August, '50	July, '51	August, '51
	1	2	3	4	5	6	7	8	9
I.—Bombay :									
Hubli	141	133	133	117	141	139	193	197	199
Surat	107	117	120	134	163	156	167	166	161
Dohad	132	148	148	151	176	176	188	201	199
II.—Punjab (I) :									
Amritsar	x	153	155	x	154	151	x	177	176
III.—Uttar Pradesh :									
Lucknow	141	146	146	160	192	189	187	173	171
Agra	132	135	135	171	208	207	178	190	187
Bareilly	155	153	153	178	215	217	195	193	193
Banaras	159	149	151	155	192	190	223	207	208
Meerut	205	160	160	163	199	197	212	187	185
IV.—Bihar :									
Patna	232	233	234	151	188	188	212	203	200
V.—West Bengal :									
Howrah	137	140	140	133	134	135	199	187	195
Budge Budge	152	145	145	133	140	132	197	192	197
Kankinara	133	130	132	125	128	127	184	187	169c
Raniganj	186	190	182	128	124	121	208	189	187
Calcutta	138	140	139	130	136	135	193	196	196
Gouripore	131	135	132	126	134	126	184	188	186
Serampore	148	141	141	137	140	140	197	188	188
Kanchrapara	134	141	138	137	146	145	194	180	180

(a) Fall in the price of *pan*.(b) Fall in the prices of tobacco, *pan* and *supari*.

AT 18 SELECTED URBAN CENTRES

1944=100).

All Articles of Food			Fuel & Lighting			Miscellaneous			Name of Centre and State
August, '50	July, '51	August, '51	August, '50	July, '51	August, '51	August, '50	July, '51	August, '51	
11	12	13	14	15	16	17	18	19	20
175	182	183	109	105	104	158	186	186	I.—Bombay : Hubli
160	155	152	96	99	100	155	170	168	Surat
173	190	189	166	126	125	152	171	171	Dohad
x	160	168	x	110	110	x	176	176	II.—Punjab (I) : Amritsar
172	170	169	117	126	126	155	169	162	III.—Uttar Pradesh : Lucknow
167	181	179	115	135	128	137	149	144	Agra
183	188	188	125	130	126	125	144	144	Bareilly
194	187	188	131	128	126	261	302	202a	Banaras
204	181	179	120	118	117	148	158	154	Meerut
211	200	200	148	140	138	152	165	152b	IV.—Bihar : Patna
181	173	179	112	103	111	166	166	166	V.—West Bengal : Howrah
181	178	181	117	119	119	100	-222	227	Budge Budge
165	166	158	118	104	107	160	161	160	Kankinara
193	180	177	227	190	190	188	179	184	Raniganj
175	178	179	109	109	111	159	167	166	Calcutta
167	171	168	140	136	137	154	167	165	Gouripore
177	174	173	142	125	128	176	177	186	Serampore
177	169	169	133	126	126	153	158	165	Kanchrapur

(e) Fall mainly due to the exclusion of sugar-patty.

(x) Returns not received.

RETAIL PRICE INDEX NUMBERS BY GROUPS AT 12 SELECTED RURAL CENTRES

(Base : 1944=100)

Name of Centres 1	Cereals			Pulses			Other articles of food		
	August, '50 2	July, '51 3	August, '51 4	August, '50 5	July, '51 6	August, '51 7	August, '50 8	July, '51 9	August, '51 10
<i>Eastern Zone—</i>									
1. Bamra .	178	x	196	97	x	111	200	x	181
2. Maibang .	159	217	166a	142	133	133	160	171	172
3. Shankargarh .	141	182	182	136	190	186	207	208	206
4. Sonaili .	..	272	257a	..	181	181	..	251	254
<i>Northern Zone—</i>									
5. Multapi .	182	213	213	139	192	187	211	185	188
6. Nana x	..	..	..	..	..	..	..	..	..
7. Salamatpur .	206	256	268c	192	265	278d	223	232	220
<i>Southern Zone—</i>									
8. Krishna .	219	271	279	162	196	174c	219	212	200f
9. Lakh .	186	173	179	176	170	173	175	171	168
10. Malur .	134	158	160	137	180	174	157	179	184
11. Muniguda .	270	334	342	263	270	270	253	330	333
12. Kudchi .	134	123	x	114	141	x	198	203	x

Name of Centres 11	All articles of food			Fuel & Lighting			Clothing			Miscellaneous		
	August, '50 12	July, '51 13	August, '51 14	August, '50 15	July, '51 16	August, '51 17	August, '50 18	July, '51 19	August, '51 20	August, '50 21	July, '51 22	August, '51 23
<i>Eastern Zone—</i>												
1. Bamra .	179	x	172	89	x	96	189	x	166	192	x	183
2. Maibang .	157	169	165	103	102	102	123	104	164	69	102	160
3. Shankargarh .	170	195	194	95	101	101	130	142	142	147	130	138
4. Sonaili .	..	244	243	..	125	125	..	256	256	..	303	316
<i>Northern Zone—</i>												
5. Multapi .	188	190	191	115	115	115	168	140	138	171	102	186
6. Nana x	..	..	..	..	..	..	..	..	..	..	..	..
7. Salamatpur .	214	242	244	103	106	106	138	138	131	200	257	256
<i>Southern Zone—</i>												
8. Krishna .	214	221	212	161	170	153g	131	168	158h	201	223	222
9. Lakh .	177	174	171	93	86	86	111	132	132	147	144	144
10. Malur .	149	175	177	102	89	89	170	370	398i	244	221	216
11. Muniguda .	258	321	325	97	105	105	151	238	233	171	216	218
12. Kudchi .	178	183	x	120	100	x	125	142	x	148	162	x

- (a) Fall in the price of rice.
- (b) Rise in the price of *pan*.
- (c) Rise in the prices of *jowar* and wheat.
- (d) Rise in the price of *Channa dal*.
- (e) General fall in the prices of pulses.
- (f) Fall in the prices of Jiggery, edible oil, ghee and mutton.
- (g) Fall in the price of groundnut oil.
- (h) Fall in the prices of sarees and cloth for 14 hours.
- (i) Rise in the prices of *khadi*, turban cloth and shirting.
- (j) Rise in the prices received.
- (x) Returns not received.

INDEX NUMBERS OF RURAL PRICES IN THE STATE OF MADRAS
(Base : July, 1935 to June, 1936=100)

District	Rural Centres	Index Numbers		
		August, 1950	July, 1951	August, 1951
1	2	3	4	5
Visakhapatnam	Adivivaram	446	471	475
Srikakulam	Thettangi	487	527	536
West Godavari	Alamuru	430	456	453
Bellary	Madavaram	474	519	515
South Arcot	Puliyur	440	450	450
"	Agaram	399	422	422
Tiruohirapalli	Thulayanatham	507	515	501
Madhurai	Eriodu	422	497	476
"	Gokilapuram	435	487	468
Coimbatore	Kinathukadavu	427	479	476
Malabar	Koduvalli	616	645	655
Chingleput	Guduvancheri	451	442	442
"	Kunnatbur	474	493	488

Source.—Public (Economics and Statistics) Department, Government of Madras.

ALL INDIA INDEX NUMBERS OF WHOLESALE PRICES

The Economic Adviser's Index Numbers of wholesale prices comprise selected items under the groups Food, Industrial Raw Materials, Semi-Manufactures, Manufactured Articles and Miscellaneous. Since from the point of view of the working classes, the Food group together with its sub-groups and Textile products are of importance, the index numbers relating to these groups are also given along with the General Index.

(Base : Year ended August, 1939=100)

	Cereals	Pulses	Other articles of food	All food articles	Textile products	General Index	
						7	
1	2	3	4	5	6		
1947 Average	312	471	232	292	314	297	
1948 Average	445	426	269	375	406	368	
1949 Average	466	439	277	390	398	381	
1950 Average	472	451	314	411	402	401	
1950—							
August	478	470	340	427	402	409	
September	485	475	339	430	402	413	
October	495	484	319	427	403	411	
November	521	509	281	424	403	411	
December	510	507	291	424	404	413	
1951	January	487	509	293	414	406	414
	February	487	509	294	414	430	423
	March	488	518	288	412	457	439
	April	490	501	289	413	501	458
	May	489	515	289	413	496	457
	June	486	506	294	413	493	457
	July	480	496	292	408	484	447
	August	480	506	292	409	472	438

Source.—Office of the Economic Adviser to the Government of India.

Absenteeism

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA
(Percentage of man-shifts lost to man-shifts scheduled to work)

Month	Cotton Mill Industry							Woollen Industry	
	Bombay	Ahmedabad	Sholapur	Madras	Madura	Coimbatore	Kanpur	Kanpur	Dhariwal
	(b) 2	(b) 3	(b) 4	(a) 5	(a) 6	(a) 7	(d) 8	(d) 9	(a) 10
1947 . . .	14.4	6.4	19.1	10.3	14.7	13.8	16.1	11.5	—
1948 . . .	13.3	5.0	18.1	9.1	13.9	9.6	16.1	10.6	—
1949 . . .	15.9	7.4	21.3	8.6	13.1	8.1	15.6	11.0	—
1951 . . .	14.5	8.4	20.1	9.5	14.6	9.7	16.1	12.5	9.3
August . . .	12.3	8.1	17.6	9.2	14.6	8.6	16.7	8.9	8.8
September . .	*	8.4	19.0	12.0	14.1	8.5	15.6	7.9	13.5
October . . .	*	7.8	18.3	9.5	14.3	8.1	12.8	12.2	13.8
November . . .	13.6	7.8	18.8	8.9	13.3	9.4	12.0	10.0	12.7
December . . .	13.8	7.9	18.3	8.5	13.6	8.4	12.6	10.1	18.7
1951									
January . . .	12.1	7.4	18.1	9.1	11.4	9.5	10.3	11.5	8.8
February . . .	12.8	7.8	19.4	8.6	12.5	10.8	11.1	13.7	12.0
March . . .	13.0	9.0	18.7	8.7	13.2	11.8	10.8	13.9	15.5
April . . .	13.6	8.9	20.3	8.8	13.0	10.8	11.5	14.3	20.8
May . . .	14.5	9.4	22.2	8.7	12.2	11.6	14.5	19.3	17.8
June . . .	13.9	8.9	20.0	9.0	12.0	11.0	15.6	19.8	11.2
July . . .	13.4	8.2	17.2	8.1	10.2	8.4	13.6	15.7	8.5
August . . .	11.8	8.0	16.8	7.9	10.4	8.6	11.6	9.9	6.3

Sources.—

(a) Government of India; Labour Bureau.

(b) Government of Bombay; Deputy Commissioner of Labour (Information).

(c) Government of West Bengal; Labour Commissioner.

(d) Employers' Association of Northern India.

* There was a general strike in the Cotton Textile Industry in Bombay City.

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA—contd.
(Percentage of man-shifts lost to man-shifts scheduled to work)

Month	Engineering Industry		Tele- graph Work- shops	Tram- way Work- shops	Iron and Steel Industry	Ord- nance Factories	Cement Factories	Match Factories	Leather Industry
	Bombay	West Bengal	All India	All India	All India	All India	All India	All India	Kapnur
	(b) 11	(c) 12	(e) 13	(a) 14	(a) 15	(e) 16	(e) 17	(a) 18	(d) 19
1947 . . .	13.8	—	—	—	—	10.6	12.2	12.4	15.5
1948 . . .	13.4	—	—	—	14.3	8.5	10.9	10.9	8.0
1949 . . .	13.6	—	—	—	13.5	8.0	10.1	10.8	11.3
1950 . . .	13.1	11.1	8.1	15.7	12.4	8.9	10.6	11.0	8.4
August . . .	10.1	12.7	7.1	11.9	11.8	6.9	10.2	10.1	21.0
September . . .	11.1	9.0	7.2	12.2	10.5	8.3	8.7	9.0	4.2
October . . .	10.0	7.6	7.4	20.1	10.6	7.2	10.3	9.6	5.9
November . . .	12.9	8.7	7.5	13.4	11.6	7.4	9.0	9.6	4.8
December . . .	11.8	8.4	8.3	13.9	10.5	7.7	9.0	9.0	5.2
1951									
January . . .	11.2	8.8	8.0	14.7	10.7	7.7	10.5	7.4	3.9
February . . .	13.0	9.2	7.1	9.3	10.1	8.5	11.3	10.6	4.9
March . . .	14.8	10.1	8.2	13.9	11.5	9.1	14.0	9.9	4.8
April . . .	16.5	10.8	8.9	13.5	11.2	9.9	13.4	11.5	5.6
May . . .	20.3	13.7	11.2	12.6	12.7	11.4	15.0	13.1	8.0
June . . .	15.0	13.3	11.4	13.1	12.6	10.5	12.7	12.7	7.0
July . . .	12.9	10.6	9.5†	10.8	11.3	8.6	13.1	11.4	27.2
August . . .	10.8	—	6.8	11.5	9.7	6.7	11.6	9.8	11.9

Sources—

(a) Government of India; Labour Bureau.
 (b) Government of Bombay; Deputy Commissioner of Labour (Information).
 (c) Government of West Bengal; Labour Commissioner.
 (d) Employers' Association of Northern India.
 (f) Revised.

ABSENTEEISM IN MANUFACTURING INDUSTRIES IN INDIA, DURING AUGUST, 1951, BY CAUSES

	No. of returns	Percentage of absenteeism due to				
		Sickness or accident	Leave other than holidays	Social or religious causes	Other causes	All causes
1	2	3	4	5	6	7
<i>Cotton Mills—</i>						
Madras State	34	2.3	3.6	1.7	1.6	9.2
Madras	1	2.8	3.2	0.7	1.2	7.9
Madura	8	2.5	3.6	2.7	1.6	10.4
Coimbatore	15	1.7	3.2	0.7	3.0	8.6
Tinnevelley	5	2.5	4.3	3.3	0.4	10.5
Others	5	2.1	4.3	0.4	1.1	7.9
<i>Woollen Mills—</i>						
Dhariwal	1	0.5	4.0	0.1	1.7	6.3
<i>Iron and Steel Factories—</i>						
All States	7	2.3	4.2	0.5	2.7	9.7
West Bengal	3	3.6	6.2	—	2.3	12.1
Bihar	3	2.0	3.6	0.6	2.9	9.1
Madras	1	0.8	4.0	2.1	—	6.9
<i>Ordnance Factories—</i>						
All States	20	1.1	3.9	0.4	1.6	7.0
West Bengal	3	1.2	2.1	0.5	2.5	6.3
Bombay	6	0.9	5.7	0.1	1.4	8.1
Madhya Pradesh	3	0.9	5.1	—	0.7	6.7
Uttar Pradesh	7	1.4	3.2	0.6	1.5	6.7
Madras	1	0.9	4.8	0.6	0.3	6.6
<i>Cement Factories—</i>						
All States	8	2.6	5.0	1.5	1.5	10.6
Madras	4	1.7	6.1	1.2	0.8	9.8
Madhya Pradesh	2	2.0	3.2	2.5	2.0	9.7
West Bengal	1	4.6	4.1	—	1.6	10.3
Bihar	1	4.7	4.0	2.2	3.1	14.0
<i>Match Factories—</i>						
All States	5	4.1	3.0	0.4	2.3	9.8
Bombay	1	3.8	3.1	1.5	1.6	10.0
West Bengal	1	3.6	1.7	—	2.9	8.2
Uttar Pradesh	1	2.4	2.6	0.1	1.4	6.5
Assam	1	5.1	1.5	—	2.2	8.8
Madras	1	6.7	6.2	—	3.7	16.6
<i>Tramway Workshops—</i>						
All States	4	2.4	2.5	5.1	1.7	11.7
Bombay	1	0.4	0.1	—	1.8	2.3
Calcutta	1	2.3	4.5	7.9	1.9	16.6
Delhi	1	6.5	8.6	5.7	—	20.8
Madras	1	4.7	—	6.3	1.4	12.4
<i>Telegraph Workshops—</i>						
All States	2	1.8	2.7	0.4	1.9	6.8
Bombay	1	1.2	6.5	0.9	—	8.6
West Bengal	1	2.2	0.6	0.1	2.9	5.8

ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE

Month	Manufacturing								Gold Mining	Plan- tations
	Tex- tile	Engin- eering	Minerals & Metals	Food and Drink	Chem- icals and Dyes	Wood and Cera- mics	Miscl- lanous			
1949	11.8	11.8	—	19.2	18.7	11.8	12.2	14.5	—	—
1950	11.1	12.4	—	21.3	12.1	9.0	13.0	12.4	—	—
July	9.7	10.7	—	20.7	10.5	7.7	13.0	9.3	—	—
August	11.6	10.9	—	18.4	10.1	7.9	13.3	10.5	—	—
September	10.3	11.6	—	21.8	10.7	8.1	12.8	11.1	—	—
October	9.7	9.7	—	11.8	13.3	7.3	13.5	9.6	17.5*	—
November	10.2	11.0	—	14.9	13.3	7.9	6.9	10.4	20.3	—
December	11.3	13.5	—	13.3	9.9	15.1	12.8	9.5	16.5	—
1951										
January	12.5	12.5	—	14.5	10.5	7.7	6.2	9.4	18.1	
February	14.0	13.0	—	17.9	10.6	8.3	11.4	9.8	19.9	
March	14.5	12.0	14.7*	18.2	11.2	12.5	9.8	9.7	18.5	
April	13.1	12.7	16.2	18.4	13.5	9.4	9.3	10.3	20.0	
May	11.0	13.4	15.9	12.6	13.3	8.9	8.5	10.1	22.4	
June	10.6	12.5	15.0	12.7	13.2	10.0	8.9	10.1	19.2	
July	11.2	10.6	13.5	11.7	13.3	8.7	7.9	9.9	21.9	

ABSENTEEISM IN MANUFACTURING, MINING AND PLANTATION INDUSTRIES IN MYSORE STATE DURING JULY, 1951, BY CAUSES

Industry	Number of returns	Percentage of absenteeism due to						All causes	
		Sickness or accident	Social or religious causes	Other causes		With leave	Without leave		
				5	6				
1	2	3	4			5	6	7	
<i>Manufacturing</i>									
Textiles	22	0.7	1.0	6.1	3.4	11.2			
Engineering	15	2.1	0.7	4.6	3.2	10.6			
Minerals & Metals	2	1.2	2.6	2.1	7.6	13.5			
Food and Drink	7	2.6	2.5	4.5	2.1	11.7			
Chemicals and Dyes	7	2.2	1.6	4.0	5.5	13.3			
Wood and Cera- mics	9	0.9	0.8	4.0	3.0	8.7			
Miscellaneous	8	3.6	0.6	1.4	2.3	7.0			
Gold Mining	3	3.5	0.1	1.7	4.6	9.0			
Plantations	22	—	—	—	—	21.0			

Source.—Labour Commissioner, Mysore.

* The figures were previously being included under "Food & Drink".

† The figures were previously being included under "Engineering".

Employment Service

EMPLOYMENT EXCHANGE STATISTICS

Period 1	No. of exchanges at the end of the period 2	No. of registrations during the period 3	No. of applicants placed in employment during the period 4	No. of applicants on the live registers at the end of the period 5	No. of employers using the exchanges during the period 6	No. of vacancies notified during the period 7	No. of vacancies outstanding at the end of the period 8
15th August, 1947 to 31st December, 1947	53	207,838	61,729	236,734	2,879*	97,892	68,756
1948 . . .	54	868,787	258,774	239,033	3,422*	380,118	55,131
1949 . . .	55	1,066,351	256,809	274,335	4,483*	362,011	29,292
1950 . . .	67	1,210,358	331,193	330,743	5,566*	419,307	28,189
August 1950 .	65	119,682	29,021	365,732	6,135	34,858	23,432
September " .	65	101,585	29,377	347,944	6,313	34,802	23,396
October " .	66	92,835	27,302	338,311	5,523	34,006	25,269
November " .	66	114,139	34,554	333,628	5,879	43,078	27,570
December " .	67	115,330	33,809	330,743	5,739	41,664	28,189
January 1951 .	67	120,059	34,631	345,159	6,048	39,282	26,987
February " .	67	107,968	32,978	348,748	6,011	39,625	26,728
March . " .	67	112,904	38,253	337,092	6,857	44,202	25,599
April . " .	122†	113,437	35,396	331,372	6,387	41,813	24,547
May . " .	124	115,685	35,719	328,837	7,020	43,089	26,186
June . " .	124	119,464	34,540	330,369	6,719	39,872	25,429
July . " .	124	131,846	35,233	343,730	6,458	42,014	25,468
August . " .	124	126,320	36,563	358,814	6,216	40,473	23,073

* Monthly averages.

† Since April 1951, all the District Employment offices are being shown as employment exchanges consequent on their being renamed as District Employment Exchanges.

EMPLOYMENT EXCHANGE STATISTICS FOR AUGUST, 1951, BY STATES

State or Region 1	No. of exchanges 2	No. of registrations 3	No. of applicants placed in employment during the month 4	No. of applicants on the live registers at the end of the month 5	No. of employers using exchanges 6	No. of vacancies notified 7	No. of vacancies outstanding 8
Assam . . .	3	2,660	287	9,973	72	572	615
Bihar . . .	15	10,232	2,747	21,919	274	2,597	1,751
Bombay . . .	10	14,121	2,942	41,332	588	3,232	2,730
Madhya Pradesh . . .	5	5,212	932	17,864	152	961	787
Madras . . .	28	19,707	5,812	76,870	892	6,010	3,140
Orissa . . .	2	1,701	266	3,218	46	1,248	1,285
Punjab . . .	14	10,870	3,192	22,832	655	3,493	2,308
Uttar Pradesh . . .	30	30,156	12,100	67,835	2,584	12,188	4,365
West Bengal . . .	6	17,816	4,268	61,388	363	4,995	2,587
Hyderabad . . .	3	2,745	675	12,093	71	727	391
Delhi, Rajasthan & Ajmer.	8	11,093	3,342	22,590	519	4,450	3,144
Total .	124	126,320	36,563	358,814	6,216	40,473	23,073

Source.—Directorate-General of Resettlement and Employment,

TRAINING STATISTICS

Month	No. of centres at the end of the period	Number of persons undergoing training at the end of the period				
		Technical	Vocational	Women	Apprenticeship	Total
		1	3	4	5	6	7
September 1947	187	5,800	1,878	893	265	8,836
August 1948	397	9,347	3,755	263	1,897	15,262
August 1949	512	10,003	4,164	225	2,176	16,568
August 1950	63	8,635	1,886	349	—	10,870
September	63	9,465	2,215	340	—	12,020
October	63	9,238	2,136	327	—	11,701
November	63	8,730	2,082	318	—	11,130
December	63	8,466	2,014	338	—	10,818
January 1951	63	8,293	1,989	331	—	10,613
February	63	8,217	1,950	331	—	10,498
March	63	8,037	1,925	328	—	10,290
April	185	7,964	1,831	282	606	10,683
May	204	7,906	1,745	270	744	10,665
June	209	7,764	1,412	148	839	10,163
July	193	7,640	2,304	390	789	11,123
August	203	7,504	1,786	374	833	10,497

TRAINING STATISTICS FOR AUGUST, 1951, BY STATES

State	No. of Centres	Number of persons undergoing training at the end of the month.				
		Technical	Vocational	Women	Apprenticeship	Total
		1	3	4	5	6	7
Assam	1	258	93	—	—	371
Bihar	3	385	80	2	—	467
Bombay	5	827	107	—	—	934
Madhya Pradesh	1	305	68	—	—	373
Madras	10	794	39	63	—	896
Orissa	2	236	10	—	—	255
Punjab	6	807	297	—	—	1,104
Uttar Pradesh	118	1,201	448	149	360	2,158
West Bengal	41	1,457	349	—	473	2,279
Mysore	3	206	25	—	—	231
P.E.P.S.U.	1	86	—	—	—	86
Rajasthan	1	61	—	—	—	61
Travancore-Cochin	4	253	45	—	—	298
Ajmer	1	104	—	—	—	104
Coorg	1	28	50	—	—	78
Delhi	4	417	149	160	—	726
Himachal Pradesh	1	70	17	—	—	96
Total	203	7,504	1,786	374	833	10,497

Note.—Apart from the figures given above, 191 Primary School Teachers and 110 Instructor trainees were also undergoing training at the end of August, 1951.

Source.—Directorate General of Resettlement and Employment.

Labour in Coal Mines

TOTAL NUMBER OF MAN-SHIFTS WORKED IN COAL MINES

Month	Under-ground	Open workings	Surface	Total
1950—				
June	3,638,066	750,791	2,887,470	7,276,327
July	3,750,430	649,837	3,147,860	7,548,127
August	4,272,546	749,919	3,282,463	8,304,028
September	4,573,790	674,920	3,377,501	8,620,211
October	4,142,745	1,183,517	3,212,622	8,538,884
November	3,906,055	776,519	3,121,111	7,803,085
December	4,303,106	826,952	3,260,009	8,390,067
1951—				
January	4,424,373	812,503	3,260,528	8,497,404
February	4,319,962	803,502	3,150,177	8,273,641
March	4,425,146	835,955	3,172,504	8,433,605
April	4,390,474	780,275	3,201,983	8,372,732
May	4,577,619	785,925	3,309,068	8,672,552
June	4,205,293	709,159	3,226,630	8,141,082

PERCENTAGE OF ABSENTEEISM AMONG WORKERS IN COAL MINES

Month	Under ground	Open workings	Surface	Overall
1950—				
June	—	—	—	14.00
July	15.65	15.32	10.67	14.27
August	15.55	13.03	10.83	13.57
September	17.76	23.20	10.03	13.56
October	16.69	14.72	10.68	14.24
November	17.08	13.80	10.98	14.47
December	15.01	10.53	9.83	13.73
1951—				
January	14.82	18.18	10.32	14.03
February	15.47	12.00	9.71	11.06
March	15.44	13.33	11.12	13.59
April	14.91	13.95	10.26	13.10
May	14.56	14.91	10.53	13.10
June	15.10	15.37	10.35	13.30

Source.—Chief Inspector of Mines, Dhanbad.

**AVERAGE WEEKLY EARNINGS OF UNDERGROUND WORKERS AND LOADERS
IN COAL MINES**

	Jharia				Raniganj					
	Basic Wages	Dearness allowance	Other cash payments	Total	Basic Wages	Dearness allowance	Other cash payments	Total		
1950										
June	4 3 5	6 3 3	1 6 9	11 13 5	4 3 11	6 10 4	1 7 10	12 6 1		
July	4 7 9	6 7 1	1 7 6	12 6 4	4 2 8	5 4 9	1 6 0	10 13 5		
August	4 5 4	6 5 8	1 8 9	12 3 0	3 4 3	4 12 1	1 3 2	9 3 6		
September	4 5 1	6 4 7	1 7 1	12 0 9	3 12 9	5 8 7	1 4 1	10 9 4		
October	4 2 8	6 1 9	1 3 7	11 8 1	4 0 5	5 13 6	1 5 8	11 3 7		
November	4 5 7	6 4 9	1 5 3	11 15 7	3 12 3	5 8 7	1 4 3	10 9 1		
December	4 11 5	7 0 9	1 8 9	13 4 11	4 0 4	5 8 0	1 5 10	10 4 2		
1951										
January	4 9 9	6 15 0	1 7 1	12 15 10	3 1 11	5 9 6	1 5 6	10 0 11		
February	4 5 5	6 9 7	1 6 7	12 5 7	3 15 2	5 15 0	1 7 0	11 5 2		
March	4 11 11	7 13 3	1 7 10	14 1 0	4 0 0	6 0 0	1 12 1	11 12 1		
April	3 15 7	5 6 4	1 4 3	10 10 2	3 15 11	5 13 4	1 6 4	11 3 7		
May	4 14 9	6 14 1	1 6 11	13 3 9	3 15 3	6 3 5	1 7 1	11 9 9		
June	4 8 9	6 9 2	1 7 6	12 9 5	3 14 9	5 11 11	1 7 9	11 2 5		

PRODUCTIVITY OF WORKERS EMPLOYED IN COAL MINES

		Output (in tons) per man-shift for			
		Miners and loaders	All persons employed in underground and open workings	All persons employed above and un- derground	
1950—					
June	.	.	0.98	0.52	0.31
July	.	.	1.01	0.52	0.30
August	.	.	0.96	0.50	0.30
September	.	.	0.96	0.52	0.32
October	.	.	0.96	0.48	0.30
November	.	.	1.03	0.54	0.32
December	.	.	1.00	0.54	0.33
1951—					
January	.	1.01	0.55	0.34	
February	.	1.01	0.55	0.34	
March	.	0.99	0.55	0.34	
April	.	1.06	0.58	0.36	
May	.	0.99	0.51	0.33	
June	.	1.01	0.54	0.32	

Source. -Chief Inspector of Mines, Dhanbad.

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